To,

Name : B Brindha

Re: Important information post your clearance of the interview process during the Campus Visit

Dear B Brindha,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kalyanapu Vineetha

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kalyanapu Vineetha**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : L Kiran

Re: Important information post your clearance of the interview process during the Campus Visit

Dear L Kiran**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Lokesh Kumar R

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Lokesh Kumar R**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Mohammad Taj Ali

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Mohammad Taj Ali**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Yarramsetti Sai Krishna Datha Anjaneyulu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Yarramsetti Sai Krishna Datha Anjaneyulu**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Dudekula Lokesh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Dudekula Lokesh**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Pilli Keerthana

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Pilli Keerthana**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : G Tejasree

Re: Important information post your clearance of the interview process during the Campus Visit

Dear G Tejasree**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : M Sreedhar Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear M Sreedhar Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : G Siva Sathish

Re: Important information post your clearance of the interview process during the Campus Visit

Dear G Siva Sathish,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Koineni Sai Anusha

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Koineni Sai Anusha**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kavali Krishna Chaitanya

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kavali Krishna Chaitanya**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kosgi Sridhar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kosgi Sridhar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Sakilam Sai Sudheer

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sakilam Sai Sudheer**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Vetekal Kavitha

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vetekal Kavitha**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Nanabala Ananthakishore

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Nanabala Ananthakishore**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Gunda Manideep

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Gunda Manideep,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Yetukuri Kumara Swamy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Yetukuri Kumara Swamy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Parimi Venkat Rao

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Parimi Venkat Rao**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Lingolu Ajay Ram

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Lingolu Ajay Ram**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : S Santhosh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear S Santhosh**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Prarthanavasumathi S

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Prarthanavasumathi S**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Raviteja Adari

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Raviteja Adari**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : P C Teja

Re: Important information post your clearance of the interview process during the Campus Visit

Dear P C Teja**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Burra Pranay Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Burra Pranay Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Boyapati Jithendra Chowdary

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Boyapati Jithendra Chowdary**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Jangili Leelavathi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Jangili Leelavathi**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chindam Rohithkumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chindam Rohithkumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Ravula Surya Prakash

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ravula Surya Prakash**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Dasarathan M

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Dasarathan M**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Gorla Varshan

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Gorla Varshan**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : V V Nagendra

Re: Important information post your clearance of the interview process during the Campus Visit

Dear V V Nagendra**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Jeevitha

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Jeevitha**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : M Mahesh Gupta

Re: Important information post your clearance of the interview process during the Campus Visit

Dear M Mahesh Gupta,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Akhil Gunjari

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Akhil Gunjari,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : M Indu Mouli

Re: Important information post your clearance of the interview process during the Campus Visit

Dear M Indu Mouli**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Ramathoti Neharika P

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ramathoti Neharika P**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Devanaboina Dinesh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Devanaboina Dinesh**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Immadi Sumanth

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Immadi Sumanth**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Anirudh Channagiri

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Anirudh Channagiri**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Prashoon Sripada

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Prashoon Sripada,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Thippani Rakshith

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Thippani Rakshith**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Padala Varshini

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Padala Varshini**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kadambala Venu Gopala Rao

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kadambala Venu Gopala Rao**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Akshad Rao Gonewar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Akshad Rao Gonewar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Batchu B N V K Swaroop

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Batchu B N V K Swaroop**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Vennakula Saivarun

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vennakula Saivarun**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Pedakolimi Venkata Siva Krishna

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Pedakolimi Venkata Siva Krishna**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Singana Sai Lakshmi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Singana Sai Lakshmi**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : K Suma Bindu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear K Suma Bindu**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Mohan Suresh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Mohan Suresh**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Naidu Siva Kumar Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Naidu Siva Kumar Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Suraj Vinay Y

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Suraj Vinay Y**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Vibin Sri Balaji P

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vibin Sri Balaji P**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Gowtham Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Gowtham Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Golla Varun

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Golla Varun,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Pavan Teja

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Pavan Teja**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Palagiri Lavanya

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Palagiri Lavanya**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Pera Deepak Sai

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Pera Deepak Sai**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Makkena Sai Vamsi Krishna

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Makkena Sai Vamsi Krishna,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Yarra Adityavarma

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Yarra Adityavarma**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Pattupogula Rajasekhar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Pattupogula Rajasekhar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Ch Tharun

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ch Tharun,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Bandaru Veera Ganesh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Bandaru Veera Ganesh**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Mukul Kumar Singh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Mukul Kumar Singh**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Nagineedi Srinu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Nagineedi Srinu**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Nandish Reddy Chevalla

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Nandish Reddy Chevalla**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : M Vamsi Krishna

Re: Important information post your clearance of the interview process during the Campus Visit

Dear M Vamsi Krishna,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Guru Vasu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Guru Vasu**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Jampala Vamsi Krishna

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Jampala Vamsi Krishna,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Erella Divya

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Erella Divya**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Bhavitha Sree

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Bhavitha Sree**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Baereddi Susmitha

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Baereddi Susmitha**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Dadi Sushma

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Dadi Sushma,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Bellam Bhuvaneswari

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Bellam Bhuvaneswari**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kalyanapu Surya Vamshi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kalyanapu Surya Vamshi**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Thammana Siva Prasanth Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Thammana Siva Prasanth Reddy,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Ravulapalli Lurdhu Akhil

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ravulapalli Lurdhu Akhil**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Dhruv Alok Sangal

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Dhruv Alok Sangal**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chilukuri V D R Surya Chowdary

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chilukuri V D R Surya Chowdary**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Vignesh S

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vignesh S,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kavushikaraman G

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kavushikaraman G**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 5,41,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 46,028. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 50,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 6,37,528
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 13,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 6,50,528/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : BSG Lahari

Re: Important information post your clearance of the interview process during the Campus Visit

Dear BSG Lahari**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Nethagani Jyothirmai

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Nethagani Jyothirmai**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Gajula Vinay Sai

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Gajula Vinay Sai**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : N Sai Bhavya

Re: Important information post your clearance of the interview process during the Campus Visit

Dear N Sai Bhavya**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kakkala Kishore Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kakkala Kishore Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kolla Baba Satish

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kolla Baba Satish**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Rangu Bharath Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Rangu Bharath Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Revu Himakarthik

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Revu Himakarthik**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Neha Tabassum

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Neha Tabassum**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Manikanta Ratipalli

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Manikanta Ratipalli**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Vamshidhar Reddy Santhapuram

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vamshidhar Reddy Santhapuram**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Pantham Surya

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Pantham Surya**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : K Krishna Murthy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear K Krishna Murthy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Yelugubandi Chitti Babu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Yelugubandi Chitti Babu**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : P Charan

Re: Important information post your clearance of the interview process during the Campus Visit

Dear P Charan,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : A Sai Akhil

Re: Important information post your clearance of the interview process during the Campus Visit

Dear A Sai Akhil**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Uttej

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Uttej**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Syamala Chaitanya Krishna Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Syamala Chaitanya Krishna Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Nithin Pothuraju Pothuraju

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Nithin Pothuraju Pothuraju**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chepuri Vinay Teja

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chepuri Vinay Teja**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : M Bhavya

Re: Important information post your clearance of the interview process during the Campus Visit

Dear M Bhavya**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Soma Soujanya

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Soma Soujanya**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Sri Harshini Gundam

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sri Harshini Gundam**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Arisetti Pravalika

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Arisetti Pravalika**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Gayatri Palukuru

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Gayatri Palukuru**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Bonthu Bhavani

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Bonthu Bhavani**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Pasupula Ashok Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Pasupula Ashok Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : M Chandra Moulishwara Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear M Chandra Moulishwara Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Muthineni Manoj

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Muthineni Manoj**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : R Shiva Prasad Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear R Shiva Prasad Reddy,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Saurav Kumar Keshri

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Saurav Kumar Keshri**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : M Phani Raj

Re: Important information post your clearance of the interview process during the Campus Visit

Dear M Phani Raj**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Sumanth Peddapalli

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sumanth Peddapalli**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Madasani Bala Gopi Chand

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Madasani Bala Gopi Chand**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Musthaq Shaik

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Musthaq Shaik**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Bhavana Nalluri

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Bhavana Nalluri**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Mahesh Babu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Mahesh Babu**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Ramanjaneyulu Lella

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ramanjaneyulu Lella,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Gutha Shivalaxmi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Gutha Shivalaxmi**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Bharath Sai Kumar Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Bharath Sai Kumar Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Ganesula Sai Vikas

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ganesula Sai Vikas,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Danteinapalli Satya Anil Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Danteinapalli Satya Anil Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : M Rohith

Re: Important information post your clearance of the interview process during the Campus Visit

Dear M Rohith**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kota Vijaykumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kota Vijaykumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Sarika Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sarika Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Yalamandala Vijaya Sri Ram

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Yalamandala Vijaya Sri Ram**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Mannem Yeswanth Ayyappa

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Mannem Yeswanth Ayyappa**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Singana Lokesh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Singana Lokesh**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Nandha Kishore Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Nandha Kishore Reddy,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : D Mahith Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear D Mahith Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Devathi Harini

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Devathi Harini**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kotla Pramod Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kotla Pramod Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Galla Sri Naga Venkata Satya Chakradhar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Galla Sri Naga Venkata Satya Chakradhar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Bikkina Sai Bharani

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Bikkina Sai Bharani**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kalisetti Dileep

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kalisetti Dileep,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Shiva Venkata Sathyanarayana Sirasani

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Shiva Venkata Sathyanarayana Sirasani**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Paduchuri Sai Taruni

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Paduchuri Sai Taruni**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Pavan Kumar Reddy Konduru

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Pavan Kumar Reddy Konduru**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kudikyala Vinay

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kudikyala Vinay,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : E Nandu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear E Nandu,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Thirumal

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Thirumal**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Bollu Vamsi Krishna

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Bollu Vamsi Krishna**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : K Sai Sindhu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear K Sai Sindhu**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Harshavardhan Reddy Alla

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Harshavardhan Reddy Alla**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Thimmapuram Hima Sekhar Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Thimmapuram Hima Sekhar Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Sriram Potti

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sriram Potti**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Matte Suryanarayana

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Matte Suryanarayana**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Ramisetty Jagadeesh Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ramisetty Jagadeesh Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Vallamsetti Revanth

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vallamsetti Revanth**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Lokeshwari Gm

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Lokeshwari Gm**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Md Ali

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Md Ali**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : M Sasi Preetham

Re: Important information post your clearance of the interview process during the Campus Visit

Dear M Sasi Preetham**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Gireesh Gollapudi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Gireesh Gollapudi**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : T Chandra Sekhar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear T Chandra Sekhar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chitturi Shivaram Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chitturi Shivaram Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Abhinav Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Abhinav Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Aditya Surendra Tripathy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Aditya Surendra Tripathy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Suddala Balakrishna

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Suddala Balakrishna**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : R Ramesh Babu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear R Ramesh Babu,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : S Charan Babu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear S Charan Babu,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chowdam Sai Giridhar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chowdam Sai Giridhar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Divyasri B

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Divyasri B**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Jayanth

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Jayanth**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Md Rizwan Alam

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Md Rizwan Alam,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Tadi Adarsh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Tadi Adarsh**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Lakshmi Kanth Thota

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Lakshmi Kanth Thota**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : E Sai Vamshi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear E Sai Vamshi**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : A Sangeetha

Re: Important information post your clearance of the interview process during the Campus Visit

Dear A Sangeetha**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chenji Gopichand

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chenji Gopichand**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Munagala Ashok

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Munagala Ashok**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : M Lakshmi Sowjanya

Re: Important information post your clearance of the interview process during the Campus Visit

Dear M Lakshmi Sowjanya**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kolluri Anudeep

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kolluri Anudeep**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Pranay Kumar Reddy Sammidi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Pranay Kumar Reddy Sammidi**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : R Vikas Raj

Re: Important information post your clearance of the interview process during the Campus Visit

Dear R Vikas Raj**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : K Jothika

Re: Important information post your clearance of the interview process during the Campus Visit

Dear K Jothika,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Vikash Kumar Singh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vikash Kumar Singh**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Devi Chandana D

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Devi Chandana D**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chaitanya Sai

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chaitanya Sai**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : D Sarath Krishna

Re: Important information post your clearance of the interview process during the Campus Visit

Dear D Sarath Krishna,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Vikranth Govind

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vikranth Govind**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Harinarayana Gundapu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Harinarayana Gundapu,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Himanshu Kaushik

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Himanshu Kaushik**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Saichinni Krishna

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Saichinni Krishna**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Koppu Bharath

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Koppu Bharath**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chavali D V N Dharani Chand

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chavali D V N Dharani Chand**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chaitanya Rushi Telanakula

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chaitanya Rushi Telanakula**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Sai Subbaraju M

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sai Subbaraju M**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : M Lokesh Royal

Re: Important information post your clearance of the interview process during the Campus Visit

Dear M Lokesh Royal**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chittibomma Sandeep

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chittibomma Sandeep**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Boddeti Veera Venkata Siva Sankar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Boddeti Veera Venkata Siva Sankar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Nithin Sai Kumar Chowdary Jetti

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Nithin Sai Kumar Chowdary Jetti**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Pasam Murali Venkata Naveen Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Pasam Murali Venkata Naveen Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Sabarish S

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sabarish S,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Krishna Vemana

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Krishna Vemana,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Gunnam Surya Teja

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Gunnam Surya Teja**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Yemineni Naga Venkata Sai Teja

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Yemineni Naga Venkata Sai Teja**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Peram Vishnu Vardhan Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Peram Vishnu Vardhan Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Yama Bharath Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Yama Bharath Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : K S Rahul Sarma

Re: Important information post your clearance of the interview process during the Campus Visit

Dear K S Rahul Sarma**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Jakkampudi Gnapika

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Jakkampudi Gnapika**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

accenture

Come work at the heart of change

To,

Name : Rodda Achyuth Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Rodda Achyuth Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

accenture

Come work at the heart of change

To,

Name : V Bharadwaj

Re: Important information post your clearance of the interview process during the Campus Visit

Dear V Bharadwaj**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : K Ashok Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear K Ashok Reddy,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Venicharla Avinash

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Venicharla Avinash**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chillamcharla Saiteja

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chillamcharla Saiteja**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Dannarapu Manvitha

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Dannarapu Manvitha**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Dommaraju Upendra

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Dommaraju Upendra**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Vaibhav Tuptewar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vaibhav Tuptewar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Tadavarthi Naveen

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Tadavarthi Naveen**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Guduru Saigowthami

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Guduru Saigowthami**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : B Nageswar Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear B Nageswar Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Arigela Venkanna Dora

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Arigela Venkanna Dora**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Sikha Akshay

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sikha Akshay**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

accenture

Come work at the heart of change

To,

Name : A Thirupathireddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear A Thirupathireddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Harshitha Lalam

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Harshitha Lalam**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Thota Sai Sreeja

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Thota Sai Sreeja**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Seelam Venkata Sumanth Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Seelam Venkata Sumanth Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Vankayalapati Nikhila

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vankayalapati Nikhila**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : G Satya Hari Prasad Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear G Satya Hari Prasad Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Govind Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Govind Kumar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Sai Bhanu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sai Bhanu**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : M Hemanth

Re: Important information post your clearance of the interview process during the Campus Visit

Dear M Hemanth**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Charapalle Maruthi Manoj

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Charapalle Maruthi Manoj**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Ravuri Ram Vinay

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ravuri Ram Vinay**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chandu Dyavanapelli

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chandu Dyavanapelli**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Madaraboina Sai Vivek

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Madaraboina Sai Vivek**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Rudrajada Naga Satish Babu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Rudrajada Naga Satish Babu**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Pelluru Keerthi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Pelluru Keerthi**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : B Jayasai

Re: Important information post your clearance of the interview process during the Campus Visit

Dear B Jayasai**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Guntupalli Nikhil

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Guntupalli Nikhil**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : T Dileep Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear T Dileep Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Gandareddy Shilpa

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Gandareddy Shilpa**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Pala Sai Kiran

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Pala Sai Kiran**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Rushik Vemishetty

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Rushik Vemishetty**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : M Sumanth Kumar Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear M Sumanth Kumar Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Balle Apparao

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Balle Apparao**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : K Sathwika

Re: Important information post your clearance of the interview process during the Campus Visit

Dear K Sathwika,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Potnuru Prasanth Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Potnuru Prasanth Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kondala Manikantareddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kondala Manikantareddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Ravipati Gopikrishna

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ravipati Gopikrishna**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Ravula Nithin Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ravula Nithin Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Theppali Hanumanthu Rao

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Theppali Hanumanthu Rao**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : V Venkatesh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear V Venkatesh,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chirra Akhil

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chirra Akhil**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Praveen Kumar Reddy Boreddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Praveen Kumar Reddy Boreddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : B Harsha Vardhan Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear B Harsha Vardhan Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Putta Abhilash

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Putta Abhilash**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Dasari Pradeep Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Dasari Pradeep Reddy,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : P Chinna Venkateswarlu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear P Chinna Venkateswarlu**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : D Akshay Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear D Akshay Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Grandhi Yugandhar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Grandhi Yugandhar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chakravarthi Mogadala

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chakravarthi Mogadala**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Mahjar Fathima S

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Mahjar Fathima S**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Paari Laishram

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Paari Laishram**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chiranjeevipitla

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chiranjeevipitla**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Sai Aarathi Singamaneni

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sai Aarathi Singamaneni**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Varun Raj Navuru

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Varun Raj Navuru**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Bollam Pranay Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Bollam Pranay Kumar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : N Sai Bhavana

Re: Important information post your clearance of the interview process during the Campus Visit

Dear N Sai Bhavana**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : A Harish

Re: Important information post your clearance of the interview process during the Campus Visit

Dear A Harish,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Mahesh Babu Bommishetty

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Mahesh Babu Bommishetty,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Bhanith Sai

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Bhanith Sai**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Roshan P R

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Roshan P R**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Adapa Venkata Harsha Vardhan Chowdary

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Adapa Venkata Harsha Vardhan Chowdary,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Madhu Sudhan Reddy Peddireddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Madhu Sudhan Reddy Peddireddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : A Narasimha Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear A Narasimha Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kommuri Lokesh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kommuri Lokesh**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : G Sai Mani Varsha

Re: Important information post your clearance of the interview process during the Campus Visit

Dear G Sai Mani Varsha**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Sai Chandu Malem

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sai Chandu Malem**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : N Thirulokesh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear N Thirulokesh,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chundru Avinash

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chundru Avinash**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Nizanth S K

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Nizanth S K**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : C Harish Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear C Harish Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : K Praveen Kumar Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear K Praveen Kumar Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Banisetti Vinay

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Banisetti Vinay**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : B Rama Krishna Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear B Rama Krishna Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Bandaru Rajesh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Bandaru Rajesh**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kotte Sunil Kumar Yadav

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kotte Sunil Kumar Yadav**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Dulam Dinesh S P N Naidu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Dulam Dinesh S P N Naidu**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : M Karunakar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear M Karunakar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

accenture

Come work at the heart of change

To,

Name : Guttikonda Nagarjuna Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Guttikonda Nagarjuna Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : K Saimanikanta

Re: Important information post your clearance of the interview process during the Campus Visit

Dear K Saimanikanta**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Gangapuram Nagarjuna

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Gangapuram Nagarjuna**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kandula Sekhar Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kandula Sekhar Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Bogi Nikhil

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Bogi Nikhil**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kotha Vasavi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kotha Vasavi**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Linja Jaya sai

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Linja Jaya sai**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Dheeraj Jaladi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Dheeraj Jaladi**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : A Sanay

Re: Important information post your clearance of the interview process during the Campus Visit

Dear A Sanay**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Murikipudi Benhur

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Murikipudi Benhur**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : M Gokul

Re: Important information post your clearance of the interview process during the Campus Visit

Dear M Gokul**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Gonavaram Sai Kowshik

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Gonavaram Sai Kowshik**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chenamoni Vinaykumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chenamoni Vinaykumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : B Prasad

Re: Important information post your clearance of the interview process during the Campus Visit

Dear B Prasad**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : G Bhargava Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear G Bhargava Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Konka Narendra Varma

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Konka Narendra Varma**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : P T V S Saiswaroop

Re: Important information post your clearance of the interview process during the Campus Visit

Dear P T V S Saiswaroop,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : S Pala Konda Rayudu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear S Pala Konda Rayudu,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : T V N S Harinisri

Re: Important information post your clearance of the interview process during the Campus Visit

Dear T V N S Harinisri**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kishore Chandra Kumar Peddireddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kishore Chandra Kumar Peddireddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : K Guruvardhan Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear K Guruvardhan Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Karini Ruchitha

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Karini Ruchitha**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Gurram Jyothsna

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Gurram Jyothsna**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Shaik Rasheed Basha

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Shaik Rasheed Basha,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Yaswanth Mohan Krishna Annavarapu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Yaswanth Mohan Krishna Annavarapu**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Ratnala Akhila

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ratnala Akhila**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : P Sandhya

Re: Important information post your clearance of the interview process during the Campus Visit

Dear P Sandhya,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : D Ashok Kumar Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear D Ashok Kumar Reddy,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kalvacharla abhishek

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kalvacharla abhishek**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : T Raghunath Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear T Raghunath Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Semanth Sri Ganesh Nulu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Semanth Sri Ganesh Nulu**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Taniparthi Naveen Kumar Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Taniparthi Naveen Kumar Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Vellanki Devi Prasad

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vellanki Devi Prasad**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Andra Nandini

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Andra Nandini**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Nagaraju chinnakesi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Nagaraju chinnakesi**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : I Siva Saradhi Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear I Siva Saradhi Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Sangireddy Sanjeeva Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sangireddy Sanjeeva Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Bijjam Srinivasulu Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Bijjam Srinivasulu Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Gali Srinivasa Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Gali Srinivasa Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : PENTAKOTA RAVI SANKAR

Re: Important information post your clearance of the interview process during the Campus Visit

Dear PENTAKOTA RAVI SANKAR**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Vajja Yeswanthkumar Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vajja Yeswanthkumar Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Vaishnavi K

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vaishnavi K,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Avinash Kumar M

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Avinash Kumar M**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Bukkapatnam Somu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Bukkapatnam Somu**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Saribala Vishnu Raghavendra Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Saribala Vishnu Raghavendra Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Polareddy Indraja Lakshmi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Polareddy Indraja Lakshmi**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : R Vennela

Re: Important information post your clearance of the interview process during the Campus Visit

Dear R Vennela**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Lakshmireddy Pothuluri

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Lakshmireddy Pothuluri**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Ungati Chandra Sekhar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ungati Chandra Sekhar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chinnapureddy Venkataramireddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chinnapureddy Venkataramireddy,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : T V V K Satyanarayana

Re: Important information post your clearance of the interview process during the Campus Visit

Dear T V V K Satyanarayana**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Bhumireddy Varun Kumar Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Bhumireddy Varun Kumar Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Hari Krishna Kamana

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Hari Krishna Kamana,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Sreeram Srinivaskalyan

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sreeram Srinivaskalyan**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : P Sri Venkata Veerabhadra Rao

Re: Important information post your clearance of the interview process during the Campus Visit

Dear P Sri Venkata Veerabhadra Rao**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : R Aishwarya

Re: Important information post your clearance of the interview process during the Campus Visit

Dear R Aishwarya**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kuna Jagadeesh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kuna Jagadeesh**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : S Uday Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear S Uday Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : K Srinivasulu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear K Srinivasulu**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Sumanth Reddy Billakurthy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sumanth Reddy Billakurthy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kancharla Harianth Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kancharla Harianth Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Geddavalasa Hemanth Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Geddavalasa Hemanth Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Palakonda Ramachandra

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Palakonda Ramachandra**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kuruba Vijay

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kuruba Vijay,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Varada Vijay Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Varada Vijay Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Gollapudi Venkatesh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Gollapudi Venkatesh**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Yerra Mukesh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Yerra Mukesh,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Lakshmi Wajja

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Lakshmi Wajja**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Devisetti Teja

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Devisetti Teja**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Surendra Maddireddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Surendra Maddireddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Annapureddy Hemanth Venkatesh Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Annapureddy Hemanth Venkatesh Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Beeram Vivek Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Beeram Vivek Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Sadhu Sai Krishna

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sadhu Sai Krishna**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Haritha Buthukuri

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Haritha Buthukuri**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Pala Venkatesh Sai Muthu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Pala Venkatesh Sai Muthu**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kari Akhil Prudhvi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kari Akhil Prudhvi**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Nayab

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Nayab,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Putchakayala Prasad

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Putchakayala Prasad**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Venu Gopal Chanuboina

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Venu Gopal Chanuboina,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kanakavalli R

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kanakavalli R**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Harini K

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Harini K**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Magadalene Shelshia D

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Magadalene Shelshia D**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Sathya Narayanan G Y

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sathya Narayanan G Y**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : V Harsha Vardhan

Re: Important information post your clearance of the interview process during the Campus Visit

Dear V Harsha Vardhan**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Maruthi Sai Ram

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Maruthi Sai Ram**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Harsha Vardhini G

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Harsha Vardhini G**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Keerthi Neminla

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Keerthi Neminla**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Siddavarapu Harika

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Siddavarapu Harika**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Sonali

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sonali**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Melingi Geetanjaly

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Melingi Geetanjaly**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Alle Rahul

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Alle Rahul,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : P Kaviarasi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear P Kaviarasi,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kotha Jaya Vaishnavi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kotha Jaya Vaishnavi**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Juliya N

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Juliya N**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Sridhar S

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sridhar S**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : R Chandra Sekhar Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear R Chandra Sekhar Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Nalamasu Teja Vikram

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Nalamasu Teja Vikram**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : P Raghavendra Rao

Re: Important information post your clearance of the interview process during the Campus Visit

Dear P Raghavendra Rao**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Bharath Kumar Vallepu

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Bharath Kumar Vallepu**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

accenture

Come work at the heart of change

To,

Name : V Sai Kumar Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear V Sai Kumar Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Kanuri Sravan Arun Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kanuri Sravan Arun Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Karrothu Lokanath

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Karrothu Lokanath,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : G Bharath

Re: Important information post your clearance of the interview process during the Campus Visit

Dear G Bharath**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Gorle Jaya Prakash Narayana

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Gorle Jaya Prakash Narayana**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Santosh Vinturi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Santosh Vinturi**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Bikkavolu Vijay Datt

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Bikkavolu Vijay Datt**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : N K Shivashankar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear N K Shivashankar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Edipalli Datta Sai Varma

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Edipalli Datta Sai Varma**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : P Nagi Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear P Nagi Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Yaswanth

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Yaswanth**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Tirumalasetty Venkata Pranay

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Tirumalasetty Venkata Pranay,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Hari babu koppula

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Hari babu koppula**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : POTHURAJU PRASANTHKUMAR

Re: Important information post your clearance of the interview process during the Campus Visit

Dear POTHURAJU PRASANTHKUMAR**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Chintakayala Sai Prasanna

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Chintakayala Sai Prasanna**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Shaik Mohammad Fazal

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Shaik Mohammad Fazal**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Arun Kumar S

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Arun Kumar S**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Pravin Kumar V

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Pravin Kumar V**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

accenture

Come work at the heart of change

To,

Name : Jagadeesh Kumar P

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Jagadeesh Kumar P**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : M Santhosh Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear M Santhosh Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Vasanthradevi R

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vasanthradevi R**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : C Sanjay

Re: Important information post your clearance of the interview process during the Campus Visit

Dear C Sanjay**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Rohith Joseph

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Rohith Joseph,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Karthikeyan M

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Karthikeyan M,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : H. ASHLEY

Re: Important information post your clearance of the interview process during the Campus Visit

Dear H. ASHLEY,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : N. Logesh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear N. Logesh**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : K Saikiran Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear K Saikiran Reddy,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : P Mounika

Re: Important information post your clearance of the interview process during the Campus Visit

Dear P Mounika**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Stephen Sapam

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Stephen Sapam**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : P Shivani

Re: Important information post your clearance of the interview process during the Campus Visit

Dear P Shivani**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Golla Jagadeesh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Golla Jagadeesh**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Vadlani Venkata Satya Vaibhav

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vadlani Venkata Satya Vaibhav**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Anand

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Anand,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Aarthi B

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Aarthi B**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Bhavanam Ayyappa Reddy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Bhavanam Ayyappa Reddy**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : B Sai Sushmanth

Re: Important information post your clearance of the interview process during the Campus Visit

Dear B Sai Sushmanth**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Ravvarapu Satish Kumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ravvarapu Satish Kumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : G Sudanthiram

Re: Important information post your clearance of the interview process during the Campus Visit

Dear G Sudanthiram**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Gopisetty Saikumar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Gopisetty Saikumar**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Mylarapu Nuthan Sai

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Mylarapu Nuthan Sai**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Nellore Vivek

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Nellore Vivek**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Tasveen Farook

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Tasveen Farook**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Mohammad Sameer Sohail

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Mohammad Sameer Sohail**,**

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

To,

Name : Heimonmi Amkhloo

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Heimonmi Amkhloo,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
  - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
  - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

  Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

12-May-2022

Dear **Borra Maheshwari,**
B.Tech, Computer Science & Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19818157**

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

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

You are entitled to an Annual Total Remuneration (ATR) of INR **675,948/-**. This includes an annual target incentive of INR **22,500/-**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**.

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

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

Successful completion of Cognizant Internship (if offered to you), which is a pre-requisite skill and capability development program will form a critical part of your employment with Cognizant.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

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

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

4. Training - Post Joining Cognizant:

Upon successful completion of Internship program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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

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

Maya Sreekumar
Vice President – **Human Resources**

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

Signature: **Date:**

cognizant

Compensation and Benefits

Name:	Borra Maheshwari	**Designation:**	Programmer Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	18500	222,000
2	HRA*	11100	133,200
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	2220	26,640
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	16959	203,508
	Annual Gross Compensation		**633,948**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**656,448**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**675,948**

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

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

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

Leave & Vacation:

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

S.No	Category of Leave	No.of Leave Days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

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

• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

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

Employees State Insurance:

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

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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

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

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

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

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

AND

Borra Maheshwari, 21, residing at_____(hereinafter referred to as " you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

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

RECITAL:

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

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

1. Duties and Responsibilities

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

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly

engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

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

5. Data Protection

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

6. Work Schedule

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

discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

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

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

8. Compliance with Company Policies

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

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

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.
9. Non-Compete and Non-Solicit Restrictions
During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the

requisite power and authority, and do not require the consent of any third party to be employed with the Company;
c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
e. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

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

13. Unauthorized Absence

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

14. Retirement

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

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

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

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

16. Deputation, Assignment and Transfer

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

17. Survival

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

18. Dispute Resolution and Governing law

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

19. General

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

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

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

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

Cognizant Technology Solutions India Private Limited	**Borra Maheshwari**
Sign:_____	Sign: _____
Name:	Date:

12-May-2022

Dear **Sagi N V S S Manikanta Siva Surya,**
B.Tech, Computer Science & Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19818159**

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

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

You are entitled to an Annual Total Remuneration (ATR) of INR **675,948/-**. This includes an annual target incentive of INR **22,500/-**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**.

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

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

Successful completion of Cognizant Internship (if offered to you), which is a pre-requisite skill and capability development program will form a critical part of your employment with Cognizant.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

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

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

4. Training - Post Joining Cognizant:

Upon successful completion of Internship program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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

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

Maya Sreekumar
Vice President – **Human Resources**

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

Signature: **Date:**

cognizant

Compensation and Benefits

Name:	Sagi N V S S Manikanta Siva Surya	**Designation:**	Programmer Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	18500	222,000
2	HRA*	11100	133,200
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	2220	26,640
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	16959	203,508
	Annual Gross Compensation		**633,948**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**656,448**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**675,948**

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

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

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

Leave & Vacation:

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

S.No	Category of Leave	No.of Leave Days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

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

• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

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

Employees State Insurance:

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

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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

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

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

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

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

AND

Sagi N V S S Manikanta Siva Surya, 21, residing at_____(hereinafter referred to as " you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

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

RECITAL:

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

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

1. Duties and Responsibilities

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

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly

engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

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

5. Data Protection

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

6. Work Schedule

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

discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

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

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

8. Compliance with Company Policies

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

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

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.
9. Non-Compete and Non-Solicit Restrictions
During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the

requisite power and authority, and do not require the consent of any third party to be employed with the Company;
c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
e. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

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

13. Unauthorized Absence

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

14. Retirement

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

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

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

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

16. Deputation, Assignment and Transfer

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

17. Survival

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

18. Dispute Resolution and Governing law

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

19. General

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

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

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

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

Cognizant Technology Solutions India Private Limited	**Sagi N V S S Manikanta Siva Surya**
Sign:_____	Sign: _____
Name:	Date:

12-May-2022

Dear **Sk Manasa,**
B.Tech, Computer Science & Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19818160**

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

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

You are entitled to an Annual Total Remuneration (ATR) of INR **675,948/-**. This includes an annual target incentive of INR **22,500/-**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**.

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

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

Successful completion of Cognizant Internship (if offered to you), which is a pre-requisite skill and capability development program will form a critical part of your employment with Cognizant.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

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

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

4. Training - Post Joining Cognizant:

Upon successful completion of Internship program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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

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

Maya Sreekumar
Vice President – **Human Resources**

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

Signature: **Date:**

Compensation and Benefits

Name:	Sk Manasa	**Designation:**	Programmer Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	18500	222,000
2	HRA*	11100	133,200
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	2220	26,640
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	16959	203,508
	Annual Gross Compensation		**633,948**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**656,448**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**675,948**

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

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

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

Leave & Vacation:

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

S.No	Category of Leave	No.of Leave Days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

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

• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

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

Employees State Insurance:

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

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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

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

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

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

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

AND

Sk Manasa, 21, residing at_____(hereinafter referred to as " you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

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

RECITAL:

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

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

1. Duties and Responsibilities

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

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly

engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

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

5. Data Protection

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

6. Work Schedule

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

discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

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

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

8. Compliance with Company Policies

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

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

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.
9. Non-Compete and Non-Solicit Restrictions
During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the

requisite power and authority, and do not require the consent of any third party to be employed with the Company;
c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
e. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

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

13. Unauthorized Absence

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

14. Retirement

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

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

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

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

16. Deputation, Assignment and Transfer

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

17. Survival

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

18. Dispute Resolution and Governing law

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

19. General

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

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

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

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

Cognizant Technology Solutions India Private Limited	**Sk Manasa**
Sign:_____	Sign: _____
Name:	Date:

12-May-2022

Dear **Saisumanthreddy,**
B.Tech, Electronics and Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19818163**

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

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

You are entitled to an Annual Total Remuneration (ATR) of INR **675,948/-**. This includes an annual target incentive of INR **22,500/-**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**.

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

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

Successful completion of Cognizant Internship (if offered to you), which is a pre-requisite skill and capability development program will form a critical part of your employment with Cognizant.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

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

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

4. Training - Post Joining Cognizant:

Upon successful completion of Internship program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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

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

Maya Sreekumar
Vice President – **Human Resources**

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

Signature: **Date:**

Compensation and Benefits

Name:	Saisumanthreddy	**Designation:**	Programmer Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	18500	222,000
2	HRA*	11100	133,200
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	2220	26,640
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	16959	203,508
	Annual Gross Compensation		**633,948**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**656,448**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**675,948**

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

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

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

Leave & Vacation:

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

S.No	Category of Leave	No.of Leave Days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

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

• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

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

Employees State Insurance:

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

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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

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

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

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

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

AND

Saisumanthreddy, 21, residing at_____(hereinafter referred to as " you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

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

RECITAL:

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

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

1. Duties and Responsibilities

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

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly

engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

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

5. Data Protection

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

6. Work Schedule

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

discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

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

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

8. Compliance with Company Policies

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

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

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.
9. Non-Compete and Non-Solicit Restrictions
During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the

requisite power and authority, and do not require the consent of any third party to be employed with the Company;
c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
e. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

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

13. Unauthorized Absence

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

14. Retirement

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

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

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

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

16. Deputation, Assignment and Transfer

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

17. Survival

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

18. Dispute Resolution and Governing law

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

19. General

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

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

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

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

Cognizant Technology Solutions India Private Limited	**Saisumanthreddy**
Sign:_____	Sign: _____
Name:	Date:

12-May-2022

Dear **Pulla Jahnavi,**
B.Tech, Electronics and Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19818165**

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

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

You are entitled to an Annual Total Remuneration (ATR) of INR **675,948/-**. This includes an annual target incentive of INR **22,500/-**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**.

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

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

Successful completion of Cognizant Internship (if offered to you), which is a pre-requisite skill and capability development program will form a critical part of your employment with Cognizant.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

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

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

4. Training - Post Joining Cognizant:

Upon successful completion of Internship program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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

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

Maya Sreekumar
Vice President – **Human Resources**

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

Signature: **Date:**

Compensation and Benefits

Name:	Pulla Jahnavi	**Designation:**	Programmer Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	18500	222,000
2	HRA*	11100	133,200
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	2220	26,640
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	16959	203,508
	Annual Gross Compensation		**633,948**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**656,448**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**675,948**

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

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

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

Leave & Vacation:

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

S.No	Category of Leave	No.of Leave Days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

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

• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

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

Employees State Insurance:

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

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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

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

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

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

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

AND

Pulla Jahnavi, 21, residing at_____(hereinafter referred to as " you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

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

RECITAL:

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

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

1. Duties and Responsibilities

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

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly

engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

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

5. Data Protection

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

6. Work Schedule

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

discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

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

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

8. Compliance with Company Policies

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

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

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.
9. Non-Compete and Non-Solicit Restrictions
During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the

requisite power and authority, and do not require the consent of any third party to be employed with the Company;
c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
e. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

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

13. Unauthorized Absence

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

14. Retirement

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

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

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

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

16. Deputation, Assignment and Transfer

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

17. Survival

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

18. Dispute Resolution and Governing law

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

19. General

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

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

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

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

Cognizant Technology Solutions India Private Limited	**Pulla Jahnavi**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear S Kaviyarasi,
B.Tech - Agri-Biotechnology
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797206**

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

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

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

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

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

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

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

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

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

3.2 Continuous Skill Development (CSD) Program (If offered to you):

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

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

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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

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

Maya Sreekumar
Vice President – Human Resources

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

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**S Kaviyarasi**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

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

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

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

Leave & Vacation:

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

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

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

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

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

Employees State Insurance:

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

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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

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

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

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

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

AND

S Kaviyarasi, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

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

RECITAL:

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

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

1. Duties and Responsibilities

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

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

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

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

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

5. Data Protection

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

6. Work Schedule

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

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

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

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

8. Compliance with Company Policies

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

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

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

9. Non-Compete and Non-Solicit Restrictions

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

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

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

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

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

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

13. Unauthorized Absence

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

14. Retirement

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

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

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

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

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

17. Survival

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

18. Dispute Resolution and Governing law

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

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**S Kaviyarasi**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear N Bhanu Sai Ramya,
B.Tech - Agri-Biotechnology
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797207**

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

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

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

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

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

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

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

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

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

3.2 Continuous Skill Development (CSD) Program (If offered to you):

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

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

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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

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

Maya Sreekumar
Vice President – Human Resources

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

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**N Bhanu Sai Ramya**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

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

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

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

Leave & Vacation:

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

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

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

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

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

Employees State Insurance:

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

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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

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

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

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

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

AND

N Bhanu Sai Ramya, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

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

RECITAL:

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

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

1. Duties and Responsibilities

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

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

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

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

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

5. Data Protection

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

6. Work Schedule

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

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

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

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

8. Compliance with Company Policies

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

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

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

9. Non-Compete and Non-Solicit Restrictions

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

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

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

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

11. Indemnity

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

12. Business Engagement, Learning and Development and Project Deployment

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

13. Unauthorized Absence

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

14. Retirement

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

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

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

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

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

17. Survival

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

18. Dispute Resolution and Governing law

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

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**N Bhanu Sai Ramya**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Jammi Subbarao,
B.Tech - Agri-Biotechnology
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797208**

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

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

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

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

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

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

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

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

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

3.2 Continuous Skill Development (CSD) Program (If offered to you):

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

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

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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

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

Maya Sreekumar
Vice President – Human Resources

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

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Jammi Subbarao**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

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

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

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

Leave & Vacation:

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

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

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

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

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

Employees State Insurance:

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

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

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

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

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

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

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

AND

Jammi Subbarao, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

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

RECITAL:

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

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

1. Duties and Responsibilities

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

2. Place of Employment

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

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Jammi Subbarao**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Anudeepika I,
B.Tech - Agri-Biotechnology
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797209**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Anudeepika I**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Anudeepika I, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Anudeepika I**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Muppidi Sai Venkata Reddy,
B.Tech - Aeronautical Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797210**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Muppidi Sai Venkata**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Muppidi Sai Venkata Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Muppidi Sai Venkata Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear K E V Sagar Varma,
B.Tech - Aeronautical Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797211**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**K E V Sagar Varma**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

K E V Sagar Varma, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**K E V Sagar Varma**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear K Viswasree,
B.Tech - Aeronautical Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797212**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**K Viswasree**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

K Viswasree, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**K Viswasree**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear N Balraj,
B.Tech - Aeronautical Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797213**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**N Balraj**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

N Balraj, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**N Balraj**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Katamreddy Sunayani,
B.Tech - Aeronautical Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797214**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Katamreddy Sunayani**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Katamreddy Sunayani, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Katamreddy Sunayani**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Sriram,
B.Tech - Aeronautical Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797215**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Sriram**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Sriram, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Sriram**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Gandepalli Sushanth,
B.Tech - Aerospace Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797216**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Gandepalli Sushanth**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Gandepalli Sushanth, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Gandepalli Sushanth**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Reddy Dinesh,
B.Tech - Automobile Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797217**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Reddy Dinesh**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Reddy Dinesh, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Reddy Dinesh**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Moghal Rahel Baig,
B.Tech - Automobile Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797218**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Moghal Rahel Baig**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Moghal Rahel Baig, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Moghal Rahel Baig**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear K Lakshmi Narayana,
B.Tech - Bio-Medical Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797219**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**K Lakshmi Narayana**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

K Lakshmi Narayana, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**K Lakshmi Narayana**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Dupaguntla Deepak,
B.Tech - Civil Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797220**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Dupaguntla Deepak**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Dupaguntla Deepak, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Dupaguntla Deepak**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Balne Saikumar,
B.Tech - Civil Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797221**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Balne Saikumar**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Balne Saikumar, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Balne Saikumar**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Balaji V,
B.Tech - Civil Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797222**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Balaji V**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Balaji V, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Balaji V**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Neetu Tiwari,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797223**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Neetu Tiwari**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Neetu Tiwari, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Neetu Tiwari**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Medam Venkateswara Reddy,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797224**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Medam Venkateswara**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Medam Venkateswara Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Medam Venkateswara Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Mupparaju Chiranjeevi,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797225**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Mupparaju Chiranjeevi**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Mupparaju Chiranjeevi, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Mupparaju Chiranjeevi**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Alavala Vijay Bhaskar Reddy,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797226**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Alavala Vijay Bhaskar**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Alavala Vijay Bhaskar Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Alavala Vijay Bhaskar Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Avula Krishna Reddy,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797227**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Avula Krishna Reddy**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Avula Krishna Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Avula Krishna Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Nagasai Katla,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797228**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Nagasai Katla**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Nagasai Katla, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Nagasai Katla**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Sai Bhargav Sunkari,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797229**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Sai Bhargav Sunkari**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Sai Bhargav Sunkari, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Sai Bhargav Sunkari**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Anil Arasu,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797230**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Anil Arasu**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Anil Arasu, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Anil Arasu**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Akhila Chintha,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797231**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Akhila Chintha**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Akhila Chintha, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Akhila Chintha**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Sama Arun Kumar Goud,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797232**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Sama Arun Kumar Goud**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Sama Arun Kumar Goud, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Sama Arun Kumar Goud**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Balla Sai Teja,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797233**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Balla Sai Teja**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Balla Sai Teja, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Balla Sai Teja**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Padala Akhilesh Reddy,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797234**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Padala Akhilesh Reddy**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Padala Akhilesh Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Padala Akhilesh Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Sallangi Sravani,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797235**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Sallangi Sravani**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Sallangi Sravani, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Sallangi Sravani**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear K Pranay Kumar,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797236**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**K Pranay Kumar**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

K Pranay Kumar, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**K Pranay Kumar**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Shaik Haseena,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797237**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Shaik Haseena**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Shaik Haseena, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Shaik Haseena**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Chakka Hema Naga Varshini,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797238**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Chakka Hema Naga**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Chakka Hema Naga Varshini, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Chakka Hema Naga Varshini**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Potu Chandu Sree Chowdary,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797239**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Potu Chandu Sree**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Potu Chandu Sree Chowdary, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Potu Chandu Sree Chowdary**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Kankatala N V S Siva Sai Kiran,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797240**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Kankatala N V S Siva Sai**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Kankatala N V S Siva Sai Kiran, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Kankatala N V S Siva Sai Kiran**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Cheruku Nikhil,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797241**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Cheruku Nikhil**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Cheruku Nikhil, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Cheruku Nikhil**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Velpula Bhavana,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797242**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Velpula Bhavana**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Velpula Bhavana, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Velpula Bhavana**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Kontham Naveen,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797243**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Kontham Naveen**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Kontham Naveen, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Kontham Naveen**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Nivedithareddy,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797244**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Nivedithareddy**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Niveditharedddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Nivedithareddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Kandula Venkateswar Reddy,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797245**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Kandula Venkateswar**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Kandula Venkateswar Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Kandula Venkateswar Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Polaka Vishnu Vardan Reddy,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797246**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Polaka Vishnu Vardan**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Polaka Vishnu Vardan Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Polaka Vishnu Vardan Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Syed Shahab,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797247**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Syed Shahab**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Syed Shahab, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Syed Shahab**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Gunti Rohith,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797248**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Gunti Rohith**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Gunti Rohith, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Gunti Rohith**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Duggineni Mounika,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797249**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Duggineni Mounika**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Duggineni Mounika, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Duggineni Mounika**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Manne Pavan Satya Siddhi Kumar,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797250**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Manne Pavan Satya**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Manne Pavan Satya Siddhi Kumar, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Manne Pavan Satya Siddhi Kumar**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Vishnu Rohith Reddy,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797251**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Vishnu Rohith Reddy**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Vishnu Rohith Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Vishnu Rohith Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Laghuvarapu Srinivas Mani Kumar,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797252**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Laghuvarapu Srinivas**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Laghuvarapu Srinivas Mani Kumar, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Laghuvarapu Srinivas Mani Kumar**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Kallepu Suryakiran,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797253**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Kallepu Suryakiran**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Kallepu Suryakiran, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Kallepu Suryakiran**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear M Chandra Sai Jagadeesh,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797254**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**M Chandra Sai**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

M Chandra Sai Jagadeesh, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**M Chandra Sai Jagadeesh**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Preshit Gupta,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797255**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Preshit Gupta**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Preshit Gupta, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Preshit Gupta**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Chirumamilla Mallikarjuna,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797256**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Chirumamilla Mallikarjuna**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Chirumamilla Mallikarjuna, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Chirumamilla Mallikarjuna**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Gyajangi Hruthik,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797257**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Gyajangi Hruthik**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Gyajangi Hruthik, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Gyajangi Hruthik**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Saikumar Ravuri,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797258**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Saikumar Ravuri**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Saikumar Ravuri, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Saikumar Ravuri**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Akarapu Sai Kiran Reddy,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797259**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Akarapu Sai Kiran Reddy**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Akarapu Sai Kiran Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Akarapu Sai Kiran Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Avinash Nelapati,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797260**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Avinash Nelapati**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Avinash Nelapati, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Avinash Nelapati**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Lakkireddy Amrutha Varshini,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797261**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Lakkireddy Amrutha**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Lakkireddy Amrutha Varshini, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Lakkireddy Amrutha Varshini**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Sainath Aru,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797262**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Sainath Aru**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Sainath Aru, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Sainath Aru**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Yeswanth kumar Grandhi,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797263**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Yeswanth kumar Grandhi**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Yeswanth kumar Grandhi, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Yeswanth kumar Grandhi**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Navya Prakash Mamidisetti,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797264**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Navya Prakash**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Navya Prakash Mamidisetti, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Navya Prakash Mamidisetti**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear T Sairam,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797265**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**T Sairam**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

T Sairam, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**T Sairam**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Kattamuri Bala Vamsi Krishna,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797266**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Kattamuri Bala Vamsi**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Kattamuri Bala Vamsi Krishna, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Kattamuri Bala Vamsi Krishna**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Yugandharganne,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797267**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Yugandharganne**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Yugandharganne, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Yugandharganne**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Venkatesh R,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797268**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Venkatesh R**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Venkatesh R, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Venkatesh R**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Pandikunta Chandrika,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797269**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Pandikunta Chandrika**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Pandikunta Chandrika, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Pandikunta Chandrika**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear M Raghunath,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797270**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**M Raghunath**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

M Raghunath, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**M Raghunath**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Paidi Sai Kiran,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797271**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Paidi Sai Kiran**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Paidi Sai Kiran, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Paidi Sai Kiran**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Gurram Naveen Kumar,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797272**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Gurram Naveen Kumar**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Gurram Naveen Kumar, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Gurram Naveen Kumar**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Chilakala Venkata Ramesh,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797273**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Chilakala Venkata**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Chilakala Venkata Ramesh, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Chilakala Venkata Ramesh**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Kotha Sai Gopal,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797274**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Kotha Sai Gopal**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Kotha Sai Gopal, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Kotha Sai Gopal**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear B Lava Kumar,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797275**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**B Lava Kumar**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

B Lava Kumar, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**B Lava Kumar**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Subhash Makinedi,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797276**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Subhash Makinedi**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Subhash Makinedi, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Subhash Makinedi**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear P Jaya Chandra Reddy,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797277**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**P Jaya Chandra Reddy**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

P Jaya Chandra Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**P Jaya Chandra Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear P Raju,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797278**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**P Raju**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

P Raju, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**P Raju**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Kilari Vinay,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797279**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Kilari Vinay**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Kilari Vinay, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Kilari Vinay**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Varaprasad Kurapati,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797280**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Varaprasad Kurapati**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Varaprasad Kurapati, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Varaprasad Kurapati**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Doddapaneni Venkateswar Rao,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797281**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Doddapaneni**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Doddapaneni Venkateswar Rao, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Doddapaneni Venkateswar Rao**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Pardha Saradhi,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797282**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Pardha Saradhi**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Pardha Saradhi, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Pardha Saradhi**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Varsheenee,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797283**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Varsheenee**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Varsheenee, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Varsheenee**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Shiva Dhuru Vel,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797284**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Shiva Dhuru Vel**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Shiva Dhuru Vel, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Shiva Dhuru Vel**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Ainampudi Sriram Chaithanya,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797285**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Ainampudi Sriram**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Ainampudi Sriram Chaithanya, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Ainampudi Sriram Chaithanya**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear P Yogeswara Reddy,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797286**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**P Yogeswara Reddy**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

P Yogeswara Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**P Yogeswara Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Nikhil Malyala,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797287**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Nikhil Malyala**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Nikhil Malyala, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Nikhil Malyala**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Pathapalyam Sindhu,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797288**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Pathapalyam Sindhu**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Pathapalyam Sindhu, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Pathapalyam Sindhu**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Katam Mahendra Reddy,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797289**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Katam Mahendra Reddy**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Katam Mahendra Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Katam Mahendra Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear K Sahithya,
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797290**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**K Sahithya**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

K Sahithya, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**K Sahithya**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Sriram Sathwik,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797291**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Sriram Sathwik**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Sriram Sathwik, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Sriram Sathwik**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Moulika Vempati,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797292**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Moulika Vempati**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Moulika Vempati, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Moulika Vempati**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Boya Manohar,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797293**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Boya Manohar**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Boya Manohar, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Boya Manohar**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Bolla Sridhar Reddy,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797294**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Bolla Sridhar Reddy**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Bolla Sridhar Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Bolla Sridhar Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Ganguru Udaykiran,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797295**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Ganguru Udaykiran**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Ganguru Udaykiran, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Ganguru Udaykiran**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Kasireddy Sheshi Kumar Reddy,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797296**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Kasireddy Sheshi Kumar**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Kasireddy Sheshi Kumar Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Kasireddy Sheshi Kumar Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Panidapu Ajay,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797297**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Panidapu Ajay**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Panidapu Ajay, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Panidapu Ajay**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Gandi Sai Kumar,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797298**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Gandi Sai Kumar**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Gandi Sai Kumar, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Gandi Sai Kumar**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Polaka Narendra Reddy,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797299**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Polaka Narendra Reddy**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Polaka Narendra Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Polaka Narendra Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear A Kodanda Rama Sai,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797300**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**A Kodanda Rama Sai**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

A Kodanda Rama Sai, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**A Kodanda Rama Sai**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear R Avinash Krishna,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797301**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**R Avinash Krishna**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

R Avinash Krishna, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**R Avinash Krishna**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Naidu Aishwarya,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797302**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Naidu Aishwarya**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Naidu Aishwarya, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Naidu Aishwarya**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Chennam Uday Venkat Abhinav,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797303**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Chennam Uday Venkat**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Chennam Uday Venkat Abhinav, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Chennam Uday Venkat Abhinav**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Vemula Revanth Kumar,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797304**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Vemula Revanth Kumar**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Vemula Revanth Kumar, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Vemula Revanth Kumar**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Kola Saikiran,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797305**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Kola Saikiran**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Kola Saikiran, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Kola Saikiran**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Kandhibedala Ram Prasanna Kumar,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797306**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Kandhibedala Ram**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Kandhibedala Ram Prasanna Kumar, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Kandhibedala Ram Prasanna Kumar**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Pillalamarri Harshitha,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797307**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Pillalamarri Harshitha**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Pillalamarri Harshitha, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Pillalamarri Harshitha**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Cheethirala Lakshmi Venkata Naga Sai Ajay,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797308**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Cheethirala Lakshmi**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Cheethirala Lakshmi Venkata Naga Sai Ajay, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited

Sign:_____
Name:

Cheethirala Lakshmi Venkata Naga Sai Ajay

Sign: _____
Date:

Cognizant

24-Apr-2022

Dear Ankan Das,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797309**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Ankan Das**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Ankan Das, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Ankan Das**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Gudla Vara Prasad,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797310**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Gudla Vara Prasad**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Gudla Vara Prasad, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Gudla Vara Prasad**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Mowmitha S,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797311**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Mowmitha S**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Mowmitha S, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Mowmitha S**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Addagada Baji,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797312**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Addagada Baji**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Addagada Baji, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Addagada Baji**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Siva Prasad Reddy Vaddeboina,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797313**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Siva Prasad Reddy**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Siva Prasad Reddy Vaddeboina, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Siva Prasad Reddy Vaddeboina**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Vivek V,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797314**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Vivek V**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Vivek V, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Vivek V**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Thella Pradeepthi,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797315**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Thella Pradeepthi**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Thella Pradeepthi, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Thella Pradeepthi**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Neeli Jagadeesh Phaneendra,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797316**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Neeli Jagadeesh**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Neeli Jagadeesh Phaneendra, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Neeli Jagadeesh Phaneendra**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Rishmitha Kosuri,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797317**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Rishmitha Kosuri**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Rishmitha Kosuri, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Rishmitha Kosuri**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Banoth Yogesh Naik,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797318**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Banoth Yogesh Naik**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Banoth Yogesh Naik, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Banoth Yogesh Naik**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Yarramreddy Harsha Mani Vardhan Reddy,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797319**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Yarramreddy Harsha Mani**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Yarramreddy Harsha Mani Vardhan Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited

Sign:_____
Name:

Yarramreddy Harsha Mani Vardhan Reddy

Sign: _____
Date:

Cognizant

24-Apr-2022

Dear Nibbaragandla Rakesh Reddy,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797320**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Nibbaragandla Rakesh**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Nibbaragandla Rakesh Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Nibbaragandla Rakesh Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Saginala Thaheer,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797321**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Saginala Thaheer**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Saginala Thaheer, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Saginala Thaheer**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Rafiq P,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797322**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Rafiq P**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Rafiq P, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Rafiq P**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Yampati Venkata Rajesh,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797323**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Yampati Venkata Rajesh**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Yampati Venkata Rajesh, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Yampati Venkata Rajesh**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear U Parusha Ramudu,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797324**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**U Parusha Ramudu**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

U Parusha Ramudu, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**U Parusha Ramudu**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Vikas Veera,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797325**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Vikas Veera**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Vikas Veera, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Vikas Veera**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Godari Saicharan,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797326**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Godari Saicharan**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Godari Saicharan, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Godari Saicharan**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear P Sai Kumar Reddy,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797327**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**P Sai Kumar Reddy**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

P Sai Kumar Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**P Sai Kumar Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Rudhra Lokesh,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797328**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Rudhra Lokesh**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Rudhra Lokesh, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Rudhra Lokesh**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Karthick,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797329**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Karthick**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Karthick, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Karthick**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Abhishek Padhy,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797330**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Abhishek Padhy**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Abhishek Padhy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Abhishek Padhy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Cherukuri Mahendra Nath Chowdary,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797331**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Cherukuri Mahendra Nath**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Cherukuri Mahendra Nath Chowdary, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Cherukuri Mahendra Nath Chowdary**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Shaik Khadhar Basha,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797332**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Shaik Khadhar Basha**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Shaik Khadhar Basha, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Shaik Khadhar Basha**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Peram Shyam Sundar,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797333**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Peram Shyam Sundar**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Peram Shyam Sundar, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Peram Shyam Sundar**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Jaswanth,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797334**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Jaswanth**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Jaswanth, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Jaswanth**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Annem Vinay Kumar Reddy,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797335**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Annem Vinay Kumar**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Annem Vinay Kumar Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Annem Vinay Kumar Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Derungula Harikrishna,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797336**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Derungula Harikrishna**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Derungula Harikrishna, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Derungula Harikrishna**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Royyala Madhuri,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797337**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Royyala Madhuri**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Royyala Madhuri, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Royyala Madhuri**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Ch Chenchurama Naidu,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797338**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Ch Chenchurama Naidu**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Ch Chenchurama Naidu, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Ch Chenchurama Naidu**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear B V Siva Nagamani,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797339**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**B V Siva Nagamani**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

B V Siva Nagamani, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**B V Siva Nagamani**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Vijayadurga Gudipalli,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797340**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Vijayadurga Gudipalli**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Vijayadurga Gudipalli, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Vijayadurga Gudipalli**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Bandi Sai Mani Kiran,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797341**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Bandi Sai Mani Kiran**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Bandi Sai Mani Kiran, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Bandi Sai Mani Kiran**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Karanam Venkata Veera Brahmaiah,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797342**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Karanam Venkata Veera**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Karanam Venkata Veera Brahmaiah, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Karanam Venkata Veera Brahmaiah**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Hariharan K,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797343**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Hariharan K**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Hariharan K, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Hariharan K**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Poojari Rakesh Goud,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797344**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Poojari Rakesh Goud**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Poojari Rakesh Goud, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Poojari Rakesh Goud**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear D Mallikarjun,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797345**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**D Mallikarjun**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

D Mallikarjun, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**D Mallikarjun**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear N Daisy Sharon,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797346**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**N Daisy Sharon**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

N Daisy Sharon, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**N Daisy Sharon**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Dantu Venkata Rohithkumar,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797347**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Dantu Venkata**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Dantu Venkata Rohithkumar, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Dantu Venkata Rohithkumar**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Gangavaram Divya Sai,
B.Tech - Electronics And Communication Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797348**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Gangavaram Divya Sai**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Gangavaram Divya Sai, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Gangavaram Divya Sai**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Gajjala Siddi Sai Kumar Reddy,
B.Tech - Electrical And Electronics Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797349**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Gajjala Siddi Sai Kumar**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Gajjala Siddi Sai Kumar Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Gajjala Siddi Sai Kumar Reddy**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Mulakala Meghavarsha,
B.Tech - Genetics Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797350**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Mulakala Meghavarsha**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Mulakala Meghavarsha, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Mulakala Meghavarsha**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear S Harikrishnan,
B.Tech - Industrial Bio-Technology
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797351**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**S Harikrishnan**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

S Harikrishnan, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**S Harikrishnan**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear S Pravin Kumar,
B.Tech - Information Technology
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797352**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**S Pravin Kumar**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

S Pravin Kumar, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**S Pravin Kumar**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Chunduri Avinash,
B.Tech - Information Technology
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797353**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Chunduri Avinash**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Chunduri Avinash, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Chunduri Avinash**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Indla Madhu Teja,
B.Tech - Information Technology
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797354**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Indla Madhu Teja**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Indla Madhu Teja, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Indla Madhu Teja**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear N Manideep,
B.Tech - Information Technology
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797355**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**N Manideep**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

N Manideep, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**N Manideep**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear K Sibi,
B.Tech - Information Technology
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797356**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**K Sibi**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

K Sibi, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**K Sibi**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Gm Bharath Raj,
B.Tech - Mechanical Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797357**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Gm Bharath Raj**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Gm Bharath Raj, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Gm Bharath Raj**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Sangaraju Sai Tejeswar Raju,
B.Tech - Mechanical Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797358**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Sangaraju Sai Tejeswar**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Sangaraju Sai Tejeswar Raju, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Sangaraju Sai Tejeswar Raju**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Prasad Garapati,
B.Tech - Mechatronics Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797359**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Prasad Garapati**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Prasad Garapati, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Prasad Garapati**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Yogesh M,
B.Tech - Mechatronics Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797360**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Yogesh M**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Yogesh M, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Yogesh M**
Sign:_____	Sign: _____
Name:	Date:

Cognizant

24-Apr-2022

Dear Kotella Prathap Reddy,
B.Tech - Mechatronics Engineering
Bharath Institute of Higher Education and Research, Chennai

Candidate ID – **19797361**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee.**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	**Kotella Prathap Reddy**	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

***** Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of_____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Kotella Prathap Reddy, 22, residing at_____(hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24

hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

• Violation of non-disparagement obligations
• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.
This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.
You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.
IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**Kotella Prathap Reddy**
Sign:_____	Sign: _____
Name:	Date:

APPOINTMENT LETTER

October 31, 2021

Dear **Subiksha V,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Subiksha V

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Goskula Sowmya,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Goskula Sowmya

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Madhu-M,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Madhu-M

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Chavva Sowbhagya Lakshmi,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Chavva Sowbhagya Lakshmi

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Madaraboina Dhanusha,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Madaraboina Dhanusha

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Sai Deepak Nalluri,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Sai Deepak Nalluri

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Mothukuri Chandrasekhar,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Mothukuri Chandrasekhar

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Eduga Manoj Kumar,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Eduga Manoj Kumar

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **E Harsha Vardhan Reddy,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: E Harsha Vardhan Reddy

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Ramesh Vanjari,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Ramesh Vanjari

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Gutha Venkata Sai**

Yashwanth,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Gutha Venkata Sai Yashwanth

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Pavan Kumar,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Pavan Kumar

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Saikat Banik,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Saikat Banik

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Chandra Kiran Reddy,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Chandra Kiran Reddy

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Ganesh Kumar Pathakamuri,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Ganesh Kumar Pathakamuri

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Arvapalli Vamsi Krishna,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Arvapalli Vamsi Krishna

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Bejavada Tharak Nadh,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Bejavada Tharak Nadh

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Ramu P,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Ramu P

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Ajay Babu Poluboina,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Ajay Babu Poluboina

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Srujan,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Srujan

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **M Satya Ganesh,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: M Satya Ganesh

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **D Chetan,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: D Chetan

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Jettigundla Nikhil,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Jettigundla Nikhil

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Botlagunta Hari Krishna,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Botlagunta Hari Krishna

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **B Somashekar Reddy,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: B Somashekar Reddy

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Patnala Suresh,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Patnala Suresh

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Nalla Deepak Goud,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Nalla Deepak Goud

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Gurram Venkata Ashok**

Kumar,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Gurram Venkata Ashok Kumar

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **I Hemanth,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: I Hemanth

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **P Harikrishna,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: P Harikrishna

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **gurava reddy dandigam,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: gurava reddy dandigam

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Darapu Kiran Sai,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Darapu Kiran Sai

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Mukkamalla Ravi Kiran**

Reddy,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Mukkamalla Ravi Kiran Reddy

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Aakula Raghavendra,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Aakula Raghavendra

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Ramesh Baka,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Ramesh Baka

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **C Sree Harshini,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: C Sree Harshini

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **U Taraka Ram,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: U Taraka Ram

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Kanteti Pavan Kumar,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Kanteti Pavan Kumar

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Kenguva Seshagiri,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Kenguva Seshagiri

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Boggavarapu Naga**

Praneetha,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Boggavarapu Naga Praneetha

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Peram Ravindra Reddy,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Peram Ravindra Reddy

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Regulavalasa Pavansai,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Regulavalasa Pavansai

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Padala Santhosh Kalyan,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Padala Santhosh Kalyan

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Pavan Venkata Surya Kone,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Pavan Venkata Surya Kone

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Papasani Chandra Sekhar**

Reddy,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Papasani Chandra Sekhar Reddy

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **Mohammad Rasheed Baba,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: Mohammad Rasheed Baba

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

APPOINTMENT LETTER

October 31, 2021

Dear **P Guru Naveen Reddy,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

SALARY OFFER SHEET

Name: P Guru Naveen Reddy

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	17,670
HRA	6,235
Bonus	3,334
Wipro Benefits Plan (WBP)	5,849
Total Fixed Cash	**33,088**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**35,508**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**37,567**
Total Cost to Company per annum	**4,50,804**

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein. I

shall be reporting for duty on_____

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Anke Venkatesh,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Anke Venkatesh,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Anke Venkatesh	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Md Waseem Mukram,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Md Waseem Mukram,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Md Waseem Mukram	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Potturu Vikas Naidu,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Potturu Vikas Naidu,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Potturu Vikas Naidu	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Chetan Sripadam,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Chetan Sripadam,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager’s approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager’s discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl’s resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl’s processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Chetan Sripadam	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Praneeth Chandra Paul Yerrajonna,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Praneeth Chandra Paul Yerrajonna,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Praneeth Chandra Paul Yerrajonna	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear G V S Mohith Karthik,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear G V S Mohith Karthik,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	G V S Mohith Karthik	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear A Yashwanth Sai Nikhil,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear A Yashwanth Sai Nikhil,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	A Yashwanth Sai Nikhil	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Pabathi Sridhar Reddy,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Pabathi Sridhar Reddy,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Pabathi Sridhar Reddy	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Vangala Anil Reddy,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Vangala Anil Reddy,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Vangala Anil Reddy	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Vayakanti Srinivas,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Vayakanti Srinivas,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Vayakanti Srinivas	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Poorna Chandra Rao Thatikonda,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Poorna Chandra Rao Thatikonda,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Poorna Chandra Rao Thatikonda	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear T Bhanu Narasimha Sai,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear T Bhanu Narasimha Sai,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	T Bhanu Narasimha Sai	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Yeruva Venkata Sai Prakash Reddy,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Yeruva Venkata Sai Prakash Reddy,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Yeruva Venkata Sai Prakash Reddy	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Kavali Aravind,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Kavali Aravind,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Kavali Aravind	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear M Sankar,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear M Sankar,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager’s approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager’s discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl’s resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl’s processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	M Sankar	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Gadusu Praveen Kumar,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Gadusu Praveen Kumar,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Gadusu Praveen Kumar	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Mahankali Rahul,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Mahankali Rahul,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager’s approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager’s discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl’s resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl’s processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Mahankali Rahul	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Gumpena Venkatesh,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Gumpena Venkatesh,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager’s approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager’s discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl’s resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl’s processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Gumpena Venkatesh	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Vamshi Krishna Reddy Maramreddy,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Vamshi Krishna Reddy Maramreddy,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Vamshi Krishna Reddy Maramreddy	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear B Sai Ram,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear B Sai Ram,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	B Sai Ram	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Govind Bung,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Govind Bung,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Govind Bung	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Lakkakula Tejaswi,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Lakkakula Tejaswi,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Lakkakula Tejaswi	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear D Chiru Deepak,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear D Chiru Deepak,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	D Chiru Deepak	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Siddu Pentela,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Siddu Pentela,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Siddu Pentela	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Peddireddy Satya Sai Durga Prasad,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Peddireddy Satya Sai Durga Prasad,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Peddireddy Satya Sai Durga Prasad	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Mahesh Kumar Pallagani,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Mahesh Kumar Pallagani,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Mahesh Kumar Pallagani	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Vennapusa Thirumala Reddy,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Vennapusa Thirumala Reddy,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Vennapusa Thirumala Reddy	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Kommalapati Bharath,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Kommalapati Bharath,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Kommalapati Bharath	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear N Sayadeevi,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear N Sayadeevi,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	N Sayadeevi	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Bodla Akshay,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Bodla Akshay,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Bodla Akshay	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Laxmapuram Srinivas,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Laxmapuram Srinivas,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Laxmapuram Srinivas	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Akhila Hanumakonda,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Akhila Hanumakonda,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Akhila Hanumakonda	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Mandala Rakesh,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Mandala Rakesh,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Mandala Rakesh	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Divyansh Yadav,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Divyansh Yadav,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Divyansh Yadav	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Karipe Shiva Kumar,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Karipe Shiva Kumar,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Karipe Shiva Kumar	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Shemphang Ryntathiang,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Shemphang Ryntathiang,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Shemphang Ryntathiang	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Ponnaganti Gopi Naga Chand,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Ponnaganti Gopi Naga Chand,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Ponnaganti Gopi Naga Chand	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Kondru Nagasai,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Kondru Nagasai,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Kondru Nagasai	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear P Lathasri,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear P Lathasri,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager’s approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager’s discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl’s resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl’s processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	P Lathasri	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear B Sai Madhu,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear B Sai Madhu,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager’s approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager’s discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl’s resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl’s processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	B Sai Madhu	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Tarun Deep,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Tarun Deep,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager’s approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager’s discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl’s resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl’s processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Tarun Deep	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear B Sai Pavan,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear B Sai Pavan,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager’s approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager’s discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl’s resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl’s processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	B Sai Pavan	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Rallabandi 'Swathi,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Rallabandi 'Swathi,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Rallabandi 'Swathi	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear C Bharath Kumar,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear C Bharath Kumar,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager’s approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager’s discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl’s resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl’s processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	C Bharath Kumar	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Tripurari S S N S S Uma Srija,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Tripurari S S N S S Uma Srija,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Tripurari S S N S S Uma Srija	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Umer Yaseen,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Umer Yaseen,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Umer Yaseen	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Syed Zeeshan,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Syed Zeeshan,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Syed Zeeshan	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Chandra Bala Bhaskar,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Chandra Bala Bhaskar,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Chandra Bala Bhaskar	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Sai Vinay Gudipati,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Sai Vinay Gudipati,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Sai Vinay Gudipati	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Namburu Janakiram,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Namburu Janakiram,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Namburu Janakiram	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Yerra Manish,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Yerra Manish,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Yerra Manish	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Rangisetti Shanmukha Mani Shankar Rajesh,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Rangisetti Shanmukha Mani Shankar Rajesh,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Rangisetti Shanmukha Mani Shankar Rajesh	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Guggilapu Dora Naga Surendra,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Guggilapu Dora Naga Surendra,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Guggilapu Dora Naga Surendra	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Godumala Arun Kumar,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Godumala Arun Kumar,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Godumala Arun Kumar	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear P Hari Charan,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear P Hari Charan,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	P Hari Charan	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Srikanth Panem,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Srikanth Panem,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Srikanth Panem	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Rakshana N,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Rakshana N,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Rakshana N	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Lh Lalrochharliana,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Lh Lalrochharliana,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Lh Lalrochharliana	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Inba Elavarasan Rv,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Inba Elavarasan Rv,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Inba Elavarasan Rv	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Dhayanandha Gopal S,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Dhayanandha Gopal S,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Dhayanandha Gopal S	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Paruchuri Venkata Surya Sai Teja,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Paruchuri Venkata Surya Sai Teja,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager’s approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager’s discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl’s resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl’s processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Paruchuri Venkata Surya Sai Teja	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Aravind Krishnan,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Aravind Krishnan,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager’s approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager’s discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl’s resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl’s processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Aravind Krishnan	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Pavankalyan P,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Pavankalyan P,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager’s approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager’s discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl’s resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl’s processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Pavankalyan P	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear S Sunil Kumar,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear S Sunil Kumar,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager’s approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager’s discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl’s resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl’s processes and policies.

© Kyndryl 2021

kyndryl

- You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
- Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.

- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	S Sunil Kumar	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear M Guna Jaswanth Reddy,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear M Guna Jaswanth Reddy,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	M Guna Jaswanth Reddy	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear G Ravi Teja,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear G Ravi Teja,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager’s approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager’s discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl’s resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl’s processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	G Ravi Teja	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear K Abhilash,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear K Abhilash,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager’s approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager’s discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl’s resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl’s processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	K Abhilash	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear M Gopal Reddy,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear M Gopal Reddy,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager’s approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager’s discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl’s resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl’s processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	M Gopal Reddy	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Balaraju Thirumalesh,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Balaraju Thirumalesh,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Balaraju Thirumalesh	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Gopireddy Varunkumar Reddy,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Gopireddy Varunkumar Reddy,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Gopireddy Varunkumar Reddy	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear C Vanisri,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear C Vanisri,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	C Vanisri	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore
Compensation Components		Kyndryl Offer (in INR)	
1. Annual Basic Salary		190000	
2. Annual Flexible Benefit Plan (FBP)		224760	
3. Annual Reference Salary (ARS)		414760	
4. Retirals			
a) Provident Fund (PF)		24100	
b) Gratuity @ 4.8%		11140	
5. Annual Reference Salary + Retirals		450000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

kyndryl

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure ServicesPrivate Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road Bangalore - 560029, India Phone: +91 80 63697722

Dear Vuyyuru Venkata Naga Sai Srujan Manichand,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 24, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

© Kyndryl 2021

kyndryl

February 4, 2022

Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)
CIN: U72900KA2021PTC142940
No. 12, Subramanya Arcade,
Bannerghatta Main Road
Bangalore - 560029, India
Phone: +91 80 63697722

Dear Vuyyuru Venkata Naga Sai Srujan Manichand,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 24, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving Licence
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.

© Kyndryl 2021

kyndryl

- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only): Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore. However, your services are transferable and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize KYNDRYL to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with KYNDRYL are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining KYNDRYL or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
    - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.

© Kyndryl 2021

  - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
  - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with Kyndryl.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- You will, by default, be enrolled in Kyndryl's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / Vacation time off in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, Kyndryl shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join Kyndryl. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at Kyndryl office. Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25,000/- towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional

© Kyndryl 2021

amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from Kyndryl, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to Kyndryl. You may be required to repay to Kyndryl any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Kyndryl, Kyndryl may recover all such amounts from your final settlement.

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

ANNEXURE A

DATE	February 4, 2022		
NAME	Vuyyuru Venkata Naga Sai Srujan Manichand	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	Bangalore

Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	190000
2. Annual Flexible Benefit Plan (FBP)	224760
3. Annual Reference Salary (ARS)	414760
4. Retirals	
a) Provident Fund (PF)	24100
b) Gratuity @ 4.8%	11140
5. Annual Reference Salary + Retirals	450000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining Kyndryl. Please note: Kyndryl reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 30 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

© Kyndryl 2021

OTHER COMMITMENTS/ CONDITIONS

© Kyndryl 2021

kyndryl

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Kyndryl, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to Kyndryl on your on boarding day.

Signed By: Kyndryl Authorized Signatory

Ritwik Jha (Talent Acquisition Leader - APAC)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with Kyndryl under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and Kyndryl's acknowledgment of the same and the affixing of a signature by the Kyndryl representative shall be adequate to constitute a valid contract of employment between Kyndryl Solutions Private Limited and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

© Kyndryl 2021

kyndryl

KYNDRYL CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components arelinked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period asper Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) “Flat” Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Kyndryl Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall notexceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribedby law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

Other Benefits– Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:
This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:
This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)
By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 30 days of the child birth) and newly married spouse (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *
**Subject to enrolling the new dependent within 30 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer
This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit
Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

© Kyndryl 2021

kyndryl

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

© Kyndryl 2021

kyndryl

Kyndryl CONFIDENTIAL

ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____Date Of Hire :_____/_____/ _____

In consideration of my employment or my continued employment by Kyndryl, Inc. or one of its subsidiaries or affiliates (collectively, “Kyndryl”), which I acknowledge, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without Kyndryl's prior written permission, disclose to anyone outside of Kyndryl or use in other than Kyndryl's business, either during or after my employment, any confidential information or material of Kyndryl, or any information or material received by Kyndryl in confidence from third parties, such as suppliers or customers. If I leave the employment of Kyndryl or at the request of Kyndryl, I will return to Kyndryl all property in my possession belonging to Kyndryl or received by Kyndryl from any third party, whether or not containing confidential information and whether stored on an Kyndryl owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, flash drives, cloud accounts, and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

‘Confidential information or material’ of Kyndryl (or any variations of such expression) is any information or material of a confidential or secret nature: (a) generated or collected by or utilized in the operations of Kyndryl; received from any third party; obtained in confidence from an entity Kyndryl acquired or in which Kyndryl purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of Kyndryl; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "Kyndryl Confidential" or with any similar legend of Kyndryl or any third party. Confidential information covered by this Agreement consists of, without limitation: (i) trade secrets; (ii) proprietary information that does not rise to the level of a statutorily protectable trade secret that is made the property of Kyndryl through positive operation of law in the form of this mutual agreement of the parties; and (iii) information that is otherwise legally protectable. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or information about employees to which I have special access through a position of trust and confidence, such as human resources and payroll, and for which I have not received the employees’ written consent to disclose (e.g. social security number, medical certifications, confidential personnel information, driver’s license number, bank account information, passport information, etc.); marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases. Notice of immunity from liability forconfidential disclosure of a trade secret to the government or in a court filing: Notwithstanding the foregoing, an individualshall not be held criminally or civilly liable under any Central or State trade secret law for the disclosure of a trade secret ifthe disclosure (a) is made (i) in confidence to a Central, State, or local government official, either directly or indirectly, or to an attorney and (ii) solely for the purpose of reporting or investigating a suspected violation of law; or (b) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal (where so permitted under applicable law or by the concerned authority / court). An individual who files a lawsuit for retaliation by an employerfor reporting a suspected violation of law may disclose the trade secret to the attorney of the individual and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal (where so permitted under applicable law or by the concerned authority / court) and does not disclose the trade secret, except pursuant to court order.

2. (a) During my employment with Kyndryl and for two years following the termination of my employment from Kyndryl for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of Kyndryl to be employed or to perform services outside of Kyndryl. For purposes of this Paragraph 2(a), “Restricted Area” shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with Kyndryl.

© Kyndryl 2021

Also, for purposes of this Paragraph 2(a), “employee of Kyndryl” shall mean any employee of Kyndryl who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that, during my employment with Kyndryl and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the last twelve (12) months of my employment with Kyndryl. The post-employment prohibition in this paragraph 2(b) does not apply to any Kyndryl employee whose work location is within the state of California. I acknowledge that Kyndryl would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that Kyndryl would be entitled to any appropriate relief, including money damages, equitable relief and attorneys’ fees.

1. I will not disclose to Kyndryl, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by Kyndryl. In addition, I will not incorporate, into any product used and/or sold by Kyndryl, any copyrighted materials or patented inventions of any third party, unless authorized by Kyndryl pursuant to Paragraph 5.

2. I will comply, and do all things necessary for Kyndryl to comply, with (a) the laws and regulations of all governments under which Kyndryl does business, (b) the provisions of contracts between any such government or its contractors and Kyndryl that relate to intellectual property or to the safeguarding of information, and (c) Kyndryl 's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the Kyndryl Business Conduct Guidelines as amended from time to time.

3. I hereby assign to Kyndryl my entire right, title, and interest (including all worldwide intellectual property rights), in perpetuity, in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, improvements, techniques, methods, formulas, processes, compositions of matter, compilations, discoveries, and data, etc. (all hereinafter called "Developments"), hereafter made, conceived, written, developed, improved, reduced to practice or otherwise created solely or jointly by me, whether or not such Developments are patentable, or subject to copyright, trade secret, or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of Kyndryl; or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of Kyndryl. If, by operation of law such right, title, and interest in Developments vest in Kyndryl upon creation, I acknowledge that such right, title, and interest belong to Kyndryl. Also, I hereby assign to Kyndryl my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

I acknowledge that the rights, title and interest to any Developments (which is assigned to Kyndryl under this Paragraph 5) shall not be deemed to have lapsed if Kyndryl does not exercise the rights for any period and I agree to waive my rights under Section 19(4) of the (Indian) Copyright Act, 1957 and any other similar law of any jurisdiction.

If I have any rights, including without limitation, “artist’s rights” or “moral rights” in the Developments that cannot be assigned, I hereby unconditionally and irrevocably grant to Kyndryl an exclusive, worldwide, fully paid and royalty free, irrevocable, perpetual license with rights to sublicense through multiple tiers of sublicensees, to: (i) use, reproduce, distribute, create derivate works of, publicly perform and publicly display the Developments in any medium or format, whether now known or later developed; (ii) use, make, have made, sell, offer to sell, import and otherwise exploit any product or service based on, embodying, incorporating, or derived from, the Developments, and (iii) exercise any and all other present or future rights in the Developments. In the event that I have any rights in the Developments that cannot be assigned or licensed, I unconditionally and irrevocably waive the enforcement of such rights, and all claims and causes of action of any kind against Kyndryl or its customers.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code, which provides:

© Kyndryl 2021

kyndryl

(a) Any provision in an employment agreement which provides that an employee shall assign, or offer to assign, any of his or her rights in an invention to his or her employer shall not apply to an invention that the employee developed entirely on his or her own time without using the employer's equipment, supplies, facilities, or trade secret information except for those inventions that either:

(1) Relate at the time of conception or reduction to practice of the invention to the employer's business, or actual or demonstrably anticipated research or development of the employer; or

(2) Result from any work performed by the employee for the employer.

(b) To the extent a provision in an employment agreement purports to require an employee to assign an invention otherwise excluded from being required to be assigned under subdivision (a), the provision is against the public policy of this state and is unenforceable.

The above provisions concerning assignment or ownership of Developments apply to Developments created during the "Period of My Employment" by Kyndryl. "Period of My Employment" means the entire duration of my employment with Kyndryl including not only hours worked at Kyndryl's facilities and working on Kyndryl's business away from the facilities but also non-working off-hours such as weekends and other time spent outside of the office and not performing Kyndryl's work (such as during parental leave, vacations, and sabbaticals).

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with Kyndryl, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to Kyndryl (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use, or cause to be used, any Excluded Developments in Kyndryl's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that Kyndryl acquired or in which Kyndryl purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my Kyndryl employment. I acknowledge and agree that if I use any of my Excluded Developments in the scope of my employment or include them in any product or service of Kyndryl, I hereby grant to Kyndryl a perpetual, irrevocable, nonexclusive, world-wide, royalty-free license to use, disclose, make, sell, copy, distribute, modify, and create works based on, perform, or display such Excluded Developments and to sublicense third parties with the same rights.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g., United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g., title of publication), the creation date of the Excluded Development, and, to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

© Kyndryl 2021

kyndryl

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. Kyndryl requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest Kyndryl in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to Kyndryl.

1. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the Kyndryl Intellectual Property Law Department; and (b) I will, on Kyndryl's request, promptly execute a specific assignment of title to Kyndryl or its designee, and do anything else reasonably necessary to enable Kyndryl or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the Kyndryl Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by Kyndryl . I also agree to promptly notify the Kyndryl Intellectual Property Law Department if, after I leave the employment of Kyndryl, I am contacted by anyone or any entity outside of Kyndryl regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

2. Kyndryl and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by Kyndryl and are for the benefit of Kyndryl and its subsidiaries, licensees, successors, and assigns.

3. I agree that Kyndryl, its services providers and other third parties authorized by Kyndryl will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with Kyndryl and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to Kyndryl, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of Kyndryl assets, background check results, bank account information, and disability information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at Kyndryl .

Kyndryl provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all Kyndryl policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on Kyndryl ’s internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside Kyndryl, who have access to these tools.

4. The term “subsidiaries,” as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by Kyndryl.

5. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by Kyndrylin writing upon my hire or transfer of employment to Kyndryl. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for Kyndryl and myself.

6. This Agreement shall be governed by the laws of India. All disputes shall be subject to exclusive jurisdiction of courts in Bengaluru, Karnataka. In the event that any one or more of the provisions of this Agreement shall be held to be invalid or unenforceable, the validity and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. Moreover, if any one or more of the provisions contained in this Agreement shall be held to be excessively broad as to duration, activity, or subject, such provisions shall be construed by limiting and reducing them so as to be enforceable to the maximum extent allowed by applicable law. Furthermore, a determination in any jurisdiction that this

© Kyndryl 2021

Agreement, in whole or in part, is invalid or unenforceable shall not in any way affect or impair the validity or enforceability of this Agreement in any other jurisdiction.

1. I recognize that any violation of my obligations described herein would cause Kyndryl to suffer irreparable harm and can result in disciplinary action, including dismissal from Kyndryl, and any other appropriate relief for Kyndryl, including money damages, equitable relief and attorneys' fees.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

_____	_____	_____	_____
Employee's Full Name(please print)	Employee's Signature	Employee Serial	

© Kyndryl 2021

05 April 2022

Kotipalli Rushendra Murali Krishna
Bharath Institute of Higher Education and Research

Dear Kotipalli Rushendra Murali Krishna,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Kotipalli Rushendra Murali Krishna**

Appointment Letter Dated: **05 April 2022**

Name	**Kotipalli Rushendra Murali Krishna**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Pedasingu Likhith Raj
Bharath Institute of Higher Education and Research

Dear Pedasingu Likhith Raj,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Pedasingu Likhith Raj**

Appointment Letter Dated: **05 April 2022**

Name	**Pedasingu Likhith Raj**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

P Mythilhi
Bharath Institute of Higher Education and Research

Dear P Mythilhi,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: P Mythilhi**

Appointment Letter Dated: **05 April 2022**

Name	**P Mythilhi**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Sairashwanth Sk
Bharath Institute of Higher Education and Research

Dear Sairashwanth Sk,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Sairashwanth Sk**

Appointment Letter Dated: **05 April 2022**

Name	**Sairashwanth Sk**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

H Shameem Ahamed
Bharath Institute of Higher Education and Research

Dear H Shameem Ahamed,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: H Shameem Ahamed**

Appointment Letter Dated: **05 April 2022**

Name	**H Shameem Ahamed**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Nallapaneni Jagadeesh
Bharath Institute of Higher Education and Research

Dear Nallapaneni Jagadeesh,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Nallapaneni Jagadeesh**

Appointment Letter Dated: **05 April 2022**

Name	**Nallapaneni Jagadeesh**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Baggu Viswanadh
Bharath Institute of Higher Education and Research

Dear Baggu Viswanadh,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Baggu Viswanadh**

Appointment Letter Dated: **05 April 2022**

Name	**Baggu Viswanadh**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Raima Debbarma
Bharath Institute of Higher Education and Research

Dear Raima Debbarma,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Raima Debbarma**

Appointment Letter Dated: **05 April 2022**

Name	**Raima Debbarma**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Peram Thirupathi Reddy
Bharath Institute of Higher Education and Research

Dear Peram Thirupathi Reddy,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Peram Thirupathi Reddy**

Appointment Letter Dated: **05 April 2022**

Name	**Peram Thirupathi Reddy**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Shaik Mulla Shoaibaktar
Bharath Institute of Higher Education and Research

Dear Shaik Mulla Shoaibaktar,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Shaik Mulla Shoaibaktar**

Appointment Letter Dated: **05 April 2022**

Name	**Shaik Mulla Shoaibaktar**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Thalari Hemanth
Bharath Institute of Higher Education and Research

Dear Thalari Hemanth,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Thalari Hemanth**

Appointment Letter Dated: **05 April 2022**

Name	**Thalari Hemanth**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Chenna Hemanth
Bharath Institute of Higher Education and Research

Dear Chenna Hemanth,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Chenna Hemanth**

Appointment Letter Dated: **05 April 2022**

Name	**Chenna Hemanth**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Sakethpatnaik
Bharath Institute of Higher Education and Research

Dear Sakethpatnaik,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Sakethpatnaik**

Appointment Letter Dated: **05 April 2022**

Name	**Sakethpatnaik**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Rajendra Naik
Bharath Institute of Higher Education and Research

Dear Rajendra Naik,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Rajendra Naik**

Appointment Letter Dated: **05 April 2022**

Name	**Rajendra Naik**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Kadiyam Venkataswamy
Bharath Institute of Higher Education and Research

Dear Kadiyam Venkataswamy,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Kadiyam Venkataswamy**

Appointment Letter Dated: **05 April 2022**

Name	**Kadiyam Venkataswamy**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Viswa Teja
Bharath Institute of Higher Education and Research

Dear Viswa Teja,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Viswa Teja**

Appointment Letter Dated: **05 April 2022**

Name	**Viswa Teja**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Banaganapalli Basha
Bharath Institute of Higher Education and Research

Dear Banaganapalli Basha,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Banaganapalli Basha**

Appointment Letter Dated: **05 April 2022**

Name	**Banaganapalli Basha**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Alluru Varaprasad
Bharath Institute of Higher Education and Research

Dear Alluru Varaprasad,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Alluru Varaprasad**

Appointment Letter Dated: **05 April 2022**

Name	**Alluru Varaprasad**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

N Bhanu Prakash
Bharath Institute of Higher Education and Research

Dear N Bhanu Prakash,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: N Bhanu Prakash**

Appointment Letter Dated: **05 April 2022**

Name	**N Bhanu Prakash**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

U Himaja
Bharath Institute of Higher Education and Research

Dear U Himaja,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: U Himaja**

Appointment Letter Dated: **05 April 2022**

Name	**U Himaja**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Sri Nishitha Tirumalasetty
Bharath Institute of Higher Education and Research

Dear Sri Nishitha Tirumalasetty,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Sri Nishitha Tirumalasetty**

Appointment Letter Dated: **05 April 2022**

Name	**Sri Nishitha Tirumalasetty**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Settyboyana Siva
Bharath Institute of Higher Education and Research

Dear Settyboyana Siva,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Settyboyana Siva**

Appointment Letter Dated: **05 April 2022**

Name	**Settyboyana Siva**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Vunnam Mouli
Bharath Institute of Higher Education and Research

Dear Vunnam Mouli,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Vunnam Mouli**

Appointment Letter Dated: **05 April 2022**

Name	**Vunnam Mouli**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Swetha Kamineni
Bharath Institute of Higher Education and Research

Dear Swetha Kamineni,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Swetha Kamineni**

Appointment Letter Dated: **05 April 2022**

Name	**Swetha Kamineni**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Sunnapu Jalaiah
Bharath Institute of Higher Education and Research

Dear Sunnapu Jalaiah,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Sunnapu Jalaiah**

Appointment Letter Dated: **05 April 2022**

Name	**Sunnapu Jalaiah**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Namburi Madhava Reddy
Bharath Institute of Higher Education and Research

Dear Namburi Madhava Reddy,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Namburi Madhava Reddy**

Appointment Letter Dated: **05 April 2022**

Name	**Namburi Madhava Reddy**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Katakam Vivek
Bharath Institute of Higher Education and Research

Dear Katakam Vivek,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Katakam Vivek**

Appointment Letter Dated: **05 April 2022**

Name	**Katakam Vivek**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Vaddi Krishna Mohan
Bharath Institute of Higher Education and Research

Dear Vaddi Krishna Mohan,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Vaddi Krishna Mohan**

Appointment Letter Dated: **05 April 2022**

Name	**Vaddi Krishna Mohan**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Kanchem Narasimharao
Bharath Institute of Higher Education and Research

Dear Kanchem Narasimharao,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Kanchem Narasimharao**

Appointment Letter Dated: **05 April 2022**

Name	**Kanchem Narasimharao**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Gade Pavan Kumar Reddy
Bharath Institute of Higher Education and Research

Dear Gade Pavan Kumar Reddy,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Gade Pavan Kumar Reddy**

Appointment Letter Dated: **05 April 2022**

Name	**Gade Pavan Kumar Reddy**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Sedhuraman R
Bharath Institute of Higher Education and Research

Dear Sedhuraman R,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Sedhuraman R**

Appointment Letter Dated: **05 April 2022**

Name	**Sedhuraman R**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Gottimukkula Vamshi
Bharath Institute of Higher Education and Research

Dear Gottimukkula Vamshi,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Gottimukkula Vamshi**

Appointment Letter Dated: **05 April 2022**

Name	**Gottimukkula Vamshi**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Mothukuri Venkata Rao
Bharath Institute of Higher Education and Research

Dear Mothukuri Venkata Rao,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Mothukuri Venkata Rao**

Appointment Letter Dated: **05 April 2022**

Name	**Mothukuri Venkata Rao**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Jayam Adi Karthik
Bharath Institute of Higher Education and Research

Dear Jayam Adi Karthik,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Jayam Adi Karthik**

Appointment Letter Dated: **05 April 2022**

Name	**Jayam Adi Karthik**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

S Akhilreddy
Bharath Institute of Higher Education and Research

Dear S Akhilreddy,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: S Akhilreddy**

Appointment Letter Dated: **05 April 2022**

Name	**S Akhilreddy**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Kamisetty Chenchu Sidhardha
Bharath Institute of Higher Education and Research

Dear Kamisetty Chenchu Sidhardha,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Kamisetty Chenchu Sidhardha**

Appointment Letter Dated: **05 April 2022**

Name	**Kamisetty Chenchu Sidhardha**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

C Pranayraju
Bharath Institute of Higher Education and Research

Dear C Pranayraju,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: C Pranayraju**

Appointment Letter Dated: **05 April 2022**

Name	**C Pranayraju**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Gorantla Mohan Krishna
Bharath Institute of Higher Education and Research

Dear Gorantla Mohan Krishna,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Gorantla Mohan Krishna**

Appointment Letter Dated: **05 April 2022**

Name	**Gorantla Mohan Krishna**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Chaganti Praveen
Bharath Institute of Higher Education and Research

Dear Chaganti Praveen,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Chaganti Praveen**

Appointment Letter Dated: **05 April 2022**

Name	**Chaganti Praveen**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Vikash Kumar Patel
Bharath Institute of Higher Education and Research

Dear Vikash Kumar Patel,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Vikash Kumar Patel**

Appointment Letter Dated: **05 April 2022**

Name	**Vikash Kumar Patel**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Yeluguri Aravind
Bharath Institute of Higher Education and Research

Dear Yeluguri Aravind,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Yeluguri Aravind**

Appointment Letter Dated: **05 April 2022**

Name	**Yeluguri Aravind**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Banrapborlang Marbaniang
Bharath Institute of Higher Education and Research

Dear Banrapborlang Marbaniang,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Banrapborlang Marbaniang**

Appointment Letter Dated: **05 April 2022**

Name	**Banrapborlang Marbaniang**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Satheesh Kumar Reddy Dasari
Bharath Institute of Higher Education and Research

Dear Satheesh Kumar Reddy Dasari,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Satheesh Kumar Reddy Dasari**

Appointment Letter Dated: **05 April 2022**

Name	**Satheesh Kumar Reddy Dasari**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Swamy Reddy
Bharath Institute of Higher Education and Research

Dear Swamy Reddy,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Swamy Reddy**

Appointment Letter Dated: **05 April 2022**

Name	**Swamy Reddy**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

K Usha Sree
Bharath Institute of Higher Education and Research

Dear K Usha Sree,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: K Usha Sree**

Appointment Letter Dated: **05 April 2022**

Name	**K Usha Sree**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

M Saravanan
Bharath Institute of Higher Education and Research

Dear M Saravanan,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: M Saravanan**

Appointment Letter Dated: **05 April 2022**

Name	**M Saravanan**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Pooja Girish Patil
Bharath Institute of Higher Education and Research

Dear Pooja Girish Patil,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Pooja Girish Patil**

Appointment Letter Dated: **05 April 2022**

Name	**Pooja Girish Patil**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Athmaja V Christophy
Bharath Institute of Higher Education and Research

Dear Athmaja V Christophy,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Athmaja V Christophy**

Appointment Letter Dated: **05 April 2022**

Name	**Athmaja V Christophy**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Dharani Devi K S
Bharath Institute of Higher Education and Research

Dear Dharani Devi K S,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Dharani Devi K S**

Appointment Letter Dated: **05 April 2022**

Name	**Dharani Devi K S**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Muthu Selvam K
Bharath Institute of Higher Education and Research

Dear Muthu Selvam K,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Muthu Selvam K**

Appointment Letter Dated: **05 April 2022**

Name	**Muthu Selvam K**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Donkana Shanmukha Rao
Bharath Institute of Higher Education and Research

Dear Donkana Shanmukha Rao,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Donkana Shanmukha Rao**

Appointment Letter Dated: **05 April 2022**

Name	**Donkana Shanmukha Rao**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Pamidi Vamsi
Bharath Institute of Higher Education and Research

Dear Pamidi Vamsi,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Pamidi Vamsi**

Appointment Letter Dated: **05 April 2022**

Name	**Pamidi Vamsi**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Durga Prasad Koppireddy
Bharath Institute of Higher Education and Research

Dear Durga Prasad Koppireddy,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Durga Prasad Koppireddy**

Appointment Letter Dated: **05 April 2022**

Name	**Durga Prasad Koppireddy**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Ravi Teja
Bharath Institute of Higher Education and Research

Dear Ravi Teja,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Ravi Teja**

Appointment Letter Dated: **05 April 2022**

Name	**Ravi Teja**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

K Sivasankar
Bharath Institute of Higher Education and Research

Dear K Sivasankar,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: K Sivasankar**

Appointment Letter Dated: **05 April 2022**

Name	**K Sivasankar**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Kankipati Ramesh
Bharath Institute of Higher Education and Research

Dear Kankipati Ramesh,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Kankipati Ramesh**

Appointment Letter Dated: **05 April 2022**

Name	**Kankipati Ramesh**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

SHIVAMANI.S
Bharath Institute of Higher Education and Research

Dear SHIVAMANI.S,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: SHIVAMANI.S**

Appointment Letter Dated: **05 April 2022**

Name	**SHIVAMANI.S**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Jagadeesh Majji
Bharath Institute of Higher Education and Research

Dear Jagadeesh Majji,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Jagadeesh Majji**

Appointment Letter Dated: **05 April 2022**

Name	**Jagadeesh Majji**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Bonala Darbar Valli
Bharath Institute of Higher Education and Research

Dear Bonala Darbar Valli,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Bonala Darbar Valli**

Appointment Letter Dated: **05 April 2022**

Name	**Bonala Darbar Valli**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Dudekula. Dadavali
Bharath Institute of Higher Education and Research

Dear Dudekula. Dadavali,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Dudekula. Dadavali**

Appointment Letter Dated: **05 April 2022**

Name	**Dudekula. Dadavali**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Kalyan Merigi
Bharath Institute of Higher Education and Research

Dear Kalyan Merigi,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Kalyan Merigi**

Appointment Letter Dated: **05 April 2022**

Name	**Kalyan Merigi**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Challa Tharun kumar
Bharath Institute of Higher Education and Research

Dear Challa Tharun kumar,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Challa Tharun kumar**

Appointment Letter Dated: **05 April 2022**

Name	**Challa Tharun kumar**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

Surkanti Yeshwanth Reddy
Bharath Institute of Higher Education and Research

Dear Surkanti Yeshwanth Reddy,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: Surkanti Yeshwanth Reddy**

Appointment Letter Dated: **05 April 2022**

Name	**Surkanti Yeshwanth Reddy**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

AKASH.I
Bharath Institute of Higher Education and Research

Dear AKASH.I,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: AKASH.I**

Appointment Letter Dated: **05 April 2022**

Name	**AKASH.I**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

MANIKANDAN K
Bharath Institute of Higher Education and Research

Dear MANIKANDAN K,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: MANIKANDAN K**

Appointment Letter Dated: **05 April 2022**

Name	**MANIKANDAN K**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

H.priyadharshini
Bharath Institute of Higher Education and Research

Dear H.priyadharshini,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: H.priyadharshini**

Appointment Letter Dated: **05 April 2022**

Name	**H.priyadharshini**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

DIVYA. P
Bharath Institute of Higher Education and Research

Dear DIVYA. P,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: DIVYA. P**

Appointment Letter Dated: **05 April 2022**

Name	**DIVYA. P**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

RAJESHKUMAR L
Bharath Institute of Higher Education and Research

Dear RAJESHKUMAR L,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: RAJESHKUMAR L**

Appointment Letter Dated: **05 April 2022**

Name	**RAJESHKUMAR L**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

05 April 2022

M. VENKATESH
Bharath Institute of Higher Education and Research

Dear M. VENKATESH,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **04 July 2022.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1 Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1 The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry outsuch functions.

2.2 Your individual remuneration is purely a matter between yourself and the Company andhas been arrived at on the basis of your job, skills, specific background and professionalmerit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3 You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4 You shall maintain and keep in your safe custody such books, registers, documents andother papers as may be issued to you or may come in your possession and shall returnthe same when required.

2.5 You shall inform the Company of any changes in your personal data within 3 days of theoccurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6 You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subjectto assessment at various stages and you are expected to meet the minimum acceptablecriteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimumacceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditionsof this letter shall continue to bind you or as may be amended by the Company from timeto time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if foundunsatisfactory at any time during the Training or probation period, or extended probationperiod, as it deems necessary.

4. Salary:

4.1 During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensationto you.

4.2 Compensation structure detailed in the attached annexure is for a posting in **Hyderabad**.The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to youin writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Hyderabad**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1 You will be entitled to leave and other benefits in accordance with the rules / policies ofthe Company.

engineering creativity

7. Other Work:

7.1 Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not takeup any other work for remuneration (Part-time or otherwise) or work in advisory capacityor be interested directly or indirectly (except as shareholder or debenture holder) in anyother trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1 During the period of training / probation, your services shall be terminable by giving onemonth's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company,your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2 In the event that you want to terminate your employment with the Company, while on aproject at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual dateof release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum noticeof 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3 In case during your services with the Company, if you are deputed abroad for Training /Developmental program / Participating in Seminar etc., your notice period for resignation
/ termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4 You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

engineering creativity

9. On Separation:

9.1 On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books,documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1 Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non- disclosure of confidential information and intellectual property etc. shall be executed byyou. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietaryinformation and technologies, which you were involved with during your service with theCompany and shall render yourself liable to damages and costs arising out of breach ofsuch confidentiality.

11.2 You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

engineering creativity

11.3 **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL orany of its affiliates or group companies may process your personal data/ sensitive data.You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will processyour personal data in the performance of a contract as your employer, to ensure to meetthe employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate intereststo carry out background checks as part of our due diligence measures. You hereby giveyour explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1 The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2 Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3 Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1 If you conceive any new or advanced methods of improving process / formulae / systemsin relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

engineering creativity

14. Client Management:

14.1 On Termination / Resignation of employment for what-so-ever reasons, you will not seekemployment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year fromyour last working day in the Company. In the event the Company is of the reasonableopinion that you are terminating your employment with the Company to pursue anoccupation in violation of this Clause 12, then the Company reserves the right to, at itssole discretion, refuse to accept any letter of termination, by whatever name called, ofyour employment with the Company. The Company further reserves the right toapproach a Court of competent jurisdiction and obtain an injunction preventing you fromterminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you maydirectly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2 During the period of employment and for a period of two years following your terminationof employment with the Company, irrespective of the circumstances of or reasons of thetermination, you will not, directly or indirectly, solicit, induce or encourage any customeror vendor of the Company to move his/her existing business with the Company to a thirdparty or to terminate his/her business relationship with the Company.

16. Retirement:

16.1 You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1 You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter**("Date of Appointment").**

engineering creativity

19. Jurisdiction and Dispute resolution:

19.1 Any dispute which may at any time hereafter arise between the parties hereto, shall bereferred to a single arbitrator to be appointed by the Company Secretary of Tata ElxsiLtd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary toappoint the arbitrator and refer dispute to arbitration. The decision/award of such anarbitrator shall be binding on the parties hereto. The venue of arbitration shall beBangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion ofall other Courts.

19.2 You will be required to produce one set of photocopies and the originals of certificates /testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3 Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment").** By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature: _____**

engineering creativity

Annexure 1

Annexure to**: M. VENKATESH**

Appointment Letter Dated: **05 April 2022**

Name	**M. VENKATESH**
Level	**D**
Designation	**Engineer**
Location	**Hyderabad**

	Amount in INR
Basic	15,000
House Rent Allowance	7,500
Flexible Benefit Plan**	13,600
Statutory Bonus *	1,400
Monthly Salary	**37,500**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	21,600
Gratuity (As per the Gratuity Act 1972)	8,658
Annual Gross Salary	**450,002**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

engineering creativity

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

engineering creativity

TATA ELXSI
Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Jenesha Blessey Jacob N
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Jenesha Blessey Jacob,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Bhavani M
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Bhavani,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Shaik Dada Mastan
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Shaik Dada Mastan,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Yanati Varun
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Yanati Varun,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Haritha Paila
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Haritha Paila,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Gulam Ali Mala
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Gulam Ali Mala,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. K Muthu Kumar
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Muthu Kumar,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Jayashree S
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Jayashree,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Y Sai Teja
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Sai Teja,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. N Pavan
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Pavan,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Eswar Kumar Thota
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Eswar Kumar Thota,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Sneha J
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Sneha,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Mekala Prasanna Kumar
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Mekala Prasanna Kumar,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Sanekommu Pavan Kumar Reddy
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Sanekommu Pavan Kumar Reddy,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Marneni Suresh
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Marneni Suresh,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Nageswararao
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Nageswararao,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Vinoth Kumar M
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Vinoth Kumar,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Veluthuru Kumar
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Veluthuru Kumar,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Gyd Srinivas
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Gyd Srinivas,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Gandikota Murali Gopala Krishna
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Gandikota Murali Gopala Krishna,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. M Siva Rama Krishna
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Siva Rama Krishna,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Dinesh Masimukkala
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Dinesh Masimukkala,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Kakunuri Venkata Siva Prasad
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Kakunuri Venkata Siva Prasad,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Y Hussain
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Hussain,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Syed hameed
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Syed hameed,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Manvitha Nalabolu
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Manvitha Nalabolu,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Shaik Vasidh
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Shaik Vasidh,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Gopinadh Yedula
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Gopinadh Yedula,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. J Pavan Kumar
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Pavan Kumar,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Sai Kumar Padhi
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Sai Kumar Padhi,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. S Fiza Sultana
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Fiza Sultana,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Yoghit M
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Yoghit,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Haritha-D
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Haritha,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Anu Priya
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Anu Priya,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. R Reema
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Reema,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. M Madhan Mohan
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Madhan Mohan,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Haripriya J
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Haripriya,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Tridev Haloay
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Tridev Haloay,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. Yeshwanth S
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Yeshwanth,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date: February 16, 2022

Mr/Ms. R Sri Sai Nandini
Bharath University, Chennai
India.

Sub: Offer and Appointment Letter

Dear **Sri Sai Nandini,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD.,** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **June Wednesday 03, 2020** at **9:00 A.M** at the following address**, Chennai-SEZ, SDB2 Sholinganallur 602/3.** Your joining would be subject to successful completion and compliance with the pre-joiningrequirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be INR 4.25 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Signature of Employee:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

1. **Changes to the terms & conditions:**

   The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory
Feb 16, 2022

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required) **1.** Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	

Signature of Employee:

HRD/3T/1003390204/22-23 June 23, 2022

Mr. Bandi Naga Rajagopal

BIHER

173, Agaram Main Road, Selaiyur

Tambaram, Chennai-73

Ph: +91- 9392009516

Dear Bandi Naga Rajagopal,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.06.23 09:49:18 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

HRD/1003390204/22-23 June 23, 2022

Mr. Bandi Naga Rajagopal

BIHER

173, Agaram Main Road, Selaiyur

Tambaram, Chennai-73

Ph: +91- 9392009516

Dear Bandi Naga Rajagopal,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment (**"Offer Letter"** hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.
"Company" refers to Infosys Limited.
"Control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"Training" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **28-Jul-2022.**

Location

Your location for employment is **MYSORE, India** .
You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company` s pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;

b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.

c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to earned Leave, right from your date of joining. You will be eligible for 15 (Fifteen) working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 (Twenty) working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company`s Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure -I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I and Annexure - II of this letter. The mode of payment for Financial Year 2021 - 22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

Youwill have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company`s discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months` notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2021-22. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company`s discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet `Sparsh`. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date:_____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.06.23 09:49:18 IST
Reason: Digitally
Signed Location:
Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - 9

(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Bandi Naga Rajagopal**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE -

(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Bandi Naga Rajagopal**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/3T/1003390204/22-23 June 23, 2022

Mr. Bejawada Raviteja

BIHER

173, Agaram Main Road, Selaiyur

Tambaram, Chennai-73

Ph: +91-9573372420

Dear Bejawada,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.06.23 09:49:18 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

HRD/1003390204/22-23 June 23, 2022

Mr. Bejawada Raviteja

BIHER

173, Agaram Main Road, Selaiyur

Tambaram, Chennai-73

Ph: +91-9573372420

Dear Bejawada,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment (**"Offer Letter"** hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.
"Company" refers to Infosys Limited.
"Control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"Training" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **28-Jul-2022.**

Location

Your location for employment is **MYSORE, India** .
You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company` s pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;

b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.

c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to earned Leave, right from your date of joining. You will be eligible for 15 (Fifteen) working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 (Twenty) working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company`s Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure -I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I and Annexure - II of this letter. The mode of payment for Financial Year 2021 - 22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

Youwill have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company`s discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months` notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2021-22. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company`s discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet `Sparsh`. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date:_____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.06.23 09:49:18 IST
Reason: Digitally
Signed Location:
Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - 9

(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Bejawada Raviteja**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE -

(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Bejawada Raviteja**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/3T/1003390204/22-23 June 23, 2022

Mr. Panadi Sachin

BIHER

173, Agaram Main Road, Selaiyur

Tambaram, Chennai-73

Ph: +91- 9381845158

Dear Panadi Sachin,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.06.23 09:49:18 IST
Reason: Digitally Signed Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

HRD/1003390204/22-23 June 23, 2022

Mr. Panadi Sachin

BIHER

173, Agaram Main Road, Selaiyur

Tambaram, Chennai-73

Ph: +91- 9381845158

Dear Panadi Sachin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment (**"Offer Letter"** hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.
"Company" refers to Infosys Limited.
"Control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"Training" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **28-Jul-2022.**

Location

Your location for employment is **MYSORE, India** .
You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company` s pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;

b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.

c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to earned Leave, right from your date of joining. You will be eligible for 15 (Fifteen) working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 (Twenty) working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company`s Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure -I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I and Annexure - II of this letter. The mode of payment for Financial Year 2021 - 22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

Youwill have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company`s discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months` notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2021-22. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company`s discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet `Sparsh`. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date:_____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.06.23 09:49:18 IST
Reason: Digitally
Signed Location:
Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - 9

(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Panadi Sachin**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE -

(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Panadi Sachin**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/3T/1003390204/22-23 June 23, 2022

Mr. Gokavarapu Madhu Pavan

BIHER

173, Agaram Main Road, Selaiyur

Tambaram, Chennai-73

Ph: +91- 9393262424

Dear Gokavarapu Madhu Pavan,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.06.23 09:49:18 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

HRD/1003390204/22-23 June 23, 2022

Mr. Gokavarapu Madhu Pavan

BIHER

173, Agaram Main Road, Selaiyur

Tambaram, Chennai-73

Ph: +91- 9393262424

Dear Gokavarapu Madhu Pavan,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment (**"Offer Letter"** hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.
"Company" refers to Infosys Limited.
"Control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"Training" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **28-Jul-2022.**

Location

Your location for employment is **MYSORE, India** .
You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company` s pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;

b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.

c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to earned Leave, right from your date of joining. You will be eligible for 15 (Fifteen) working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 (Twenty) working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company`s Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure -I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I and Annexure - II of this letter. The mode of payment for Financial Year 2021 - 22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

Youwill have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company`s discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months` notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2021-22. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company`s discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet `Sparsh`. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date:_____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.06.23 09:49:18 IST
Reason: Digitally
Signed Location:
Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - 9

(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Gokavarapu Madhu Pavan**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE -

(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Gokavarapu Madhu Pavan**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/3T/1003390204/22-23 June 23, 2022

Mr. K Madhu Kiran Reddy

BIHER

173, Agaram Main Road, Selaiyur

Tambaram, Chennai-73

Ph: +91- 8096938048

Dear K Madhu Kiran Reddy,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.06.23 09:49:18 IST
Reason: Digitally
Signed Location:
Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

HRD/1003390204/22-23 June 23, 2022

Mr. K Madhu Kiran Reddy

BIHER

173, Agaram Main Road, Selaiyur

Tambaram, Chennai-73

Ph: +91- 8096938048

Dear K Madhu Kiran Reddy,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment (**"Offer Letter"** hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.
"Company" refers to Infosys Limited.
"Control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"Training" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **28-Jul-2022.**

Location

Your location for employment is **MYSORE, India** .
You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company` s pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;

b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.

c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to earned Leave, right from your date of joining. You will be eligible for 15 (Fifteen) working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 (Twenty) working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company`s Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure -I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I and Annexure - II of this letter. The mode of payment for Financial Year 2021 - 22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

Youwill have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company`s discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months` notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2021-22. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company`s discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet `Sparsh`. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date:_____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.06.23 09:49:18 IST
Reason: Digitally
Signed Location:
Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - 9

(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. K Madhu Kiran Reddy**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE -

(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. K Madhu Kiran Reddy**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/3T/1003390204/22-23 June 23, 2022

Mr. Kondreddy Ajay Kumar Reddy

BIHER

173, Agaram Main Road, Selaiyur

Tambaram, Chennai-73

Ph: +91- 9542426746

Dear Kondreddy Ajay Kumar Reddy,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.06.23 09:49:18 IST
Reason: Digitally
Signed Location:
Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

HRD/1003390204/22-23 June 23, 2022

Mr. Kondreddy Ajay Kumar Reddy

BIHER

173, Agaram Main Road, Selaiyur

Tambaram, Chennai-73

Ph: +91- 9542426746

Dear Kondreddy Ajay Kumar Reddy,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment (**"Offer Letter"** hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.
"Company" refers to Infosys Limited.
"Control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"Training" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **28-Jul-2022.**

Location

Your location for employment is **MYSORE, India** .
You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company` s pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;

b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.

c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to earned Leave, right from your date of joining. You will be eligible for 15 (Fifteen) working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 (Twenty) working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company`s Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure -I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I and Annexure - II of this letter. The mode of payment for Financial Year 2021 - 22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

Youwill have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company`s discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months` notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2021-22. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company`s discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet `Sparsh`. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date:_____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.06.23 09:49:18 IST
Reason: Digitally
Signed Location:
Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - 9

(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Kondreddy Ajay Kumar Reddy**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE -

(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Kondreddy Ajay Kumar Reddy**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/3T/1003390204/22-23 June 23, 2022

Mr. Y Sai Charan

BIHER

173, Agaram Main Road, Selaiyur

Tambaram, Chennai-73

Ph: +91- 6379601387

Dear Y Sai Charan,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.06.23 09:49:18 IST
Reason: Digitally Signed Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

HRD/1003390204/22-23 June 23, 2022

Mr. Y Sai Charan

BIHER

173, Agaram Main Road, Selaiyur

Tambaram, Chennai-73

Ph: +91- 6379601387

Dear Y Sai Charan,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment (**"Offer Letter"** hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.
"Company" refers to Infosys Limited.
"Control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"Training" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **28-Jul-2022.**

Location

Your location for employment is **MYSORE, India** .
You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company` s pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;

b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.

c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to earned Leave, right from your date of joining. You will be eligible for 15 (Fifteen) working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 (Twenty) working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company`s Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure -I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I and Annexure - II of this letter. The mode of payment for Financial Year 2021 - 22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

Youwill have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company`s discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months` notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2021-22. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company`s discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet `Sparsh`. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date:_____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.06.23 09:49:18 IST
Reason: Digitally
Signed Location:
Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - 9

(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Y Sai Charan**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE -

(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Y Sai Charan**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1726993

Letter of Intent ("LOI")

Dear Garikipati Siva Ganesh,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1726993**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1726993**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1726993**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

Garikipati Siva Ganesh
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only).** Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1726994

Letter of Intent ("LOI")

Dear Katari Sumithra,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1726994**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1726994**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1726994**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

Katari Sumithra
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only).** Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1726996

Letter of Intent ("LOI")

Dear Ogirala Rajesh Reddy,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as"Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1726996**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1726996**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1726996**

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

Ogirala Rajesh Reddy
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only).** Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Date: August 30, 2021

Ref: LTI/HR/Campus/2022

Name: Vemula Jyothi Prakash

College: Bharath University

OFFER OF EMPLOYMENT

Dear Vemula Jyothi Prakash,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee.**

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,60,000/-** as per the details mentioned in **'Annexure-1'**.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in **'Annexure-2'**.

The date of commencement of training and venue for reporting will be intimated to you in advance.

Upon joining and during the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

TERMS AND CONDITIONS

1. **Increments and Promotions**
   Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. **Overseas Deputation/International Assignment**
   It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.
   Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. **Documents**
   Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. **Background Verification**

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. **Service Agreement**

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. **Letter Acceptance**

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **'Offer of Employment'** on the **CampBuzz Portal** (*https:\\campbuzz.lntinfotech.com*) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.
According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.

_____

Nikhil Govekar
Sr. Manager - Campus Recruitment

I have read the letter and accept the same.

_____

Signature and Date

LTI
Let's Solve

ANNEXURE-1

Name	: Vemula Jyothi Prakash	Date	: August 30, 2021
Salary Grade	: GET(II)		

Components	Rs. p.a.	Rs. p.m.
Basic		12,000
Bouquet of Benefits		13,000
A. Base Salary (PA)	**300,000**	**25,000**
Annual Incentive	30,000	
B. Total Variable (PA)	**30,000**	
C. Total Target Cash (A+B)	**330,000**	
Provident Fund (PF)	18,196	1,800
Gratuity	7,664	722
Mediclaim Premium	4,140	
D. Retirals & Other Benefits	**30,000**	
Cost to Company (CTC) C+D	**360,000**	

LTI
Let's Solve

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

1. Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
2. H.R.A. will be deducted for accommodation (if any) provided by the Company.
3. You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy.
4. The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
5. The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's Contribution
6. The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
7. The Annual Incentive(AI) will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
8. Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB).**

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

*Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

-You are required to declare your options under BoB in the SSC Portal.The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Engineering & MCA Candidates- 2022 Batch		
Qualification	**B.E./B.Tech.**	**MCA**
Branches:	All Branches	Computer Application
Age Criteria: As on 1st July of Passing year (2022)	Less than 24 years	Less than 26 years
Academic Gap:	Academic gap allowed only after the completion of the entire course i.e after SSC/after HSC or Diploma/after Graduation. No Year drop allowed.	
Course must complete in:	4 years	3 years
SSC, HSC , Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA	
	NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For Diploma Holders, final semester should have cleared in FIRST ATTEMPT only. • For candidates pursuing HSC and Diploma(both),marks scored in the Diploma course will be taken into consideration.	
Graduation,Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above OR Equivalent CGPA	
	Aggregate of all semesters AND all appeared subjects(irrespective of the University rule)	
	Provisional/Passing Certificate(of all courses) must state First class	
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation,Post Graduation)	• No active/live backlogs allowed at the time of the interview process. • Backlogs includes Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. • This also includes Internal,External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. • Re-exam(Supplementary or Additional exams) given soon after the main exam is also considered as Re-attempt/ATKT/Backlog/Arrear.	
	• No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course. • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleard with the final semester examinations	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2022 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS	

Self Declaration :

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above.
2. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
3. I am flexible to work at any LTI Development Center/ Customer Site/ Partner premise as per business requirement.
4. I am flexible to work in any technology/domain/workshift assigned to me based on the business requirement.
5. I confirm that I have NOT appeared for any LTI interview process anywhere in the past 6 months.

(If found so, LTI may take immediate action and cancel the candidature at ANY stage)

Signature: _____

Name: _____

Mobile No: _____

College Name : _____

Today's Date: _____

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021415/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Hemanth Vinay,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021416/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear P Dhanasagareddy,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021417/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear B Jagadeesh,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021418/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Hemanthreddy Sareddy,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021419/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Gorantla Venkateswararao,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021420/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Desam Venkateswara Reddy,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021421/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Venkata Naveen,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021422/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Mohammed Aman,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021423/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Irengbam Surjakumar Singh,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- ⇨ You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- ⇨ You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ⇨ You will be under **probation for a period of 6 (six) months** from the date of joining.

- ⇨ During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- ⇨ Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- ⇨ In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- ⇨ At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- ⇨ You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021424/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear K Achyuthanandagokul,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021425/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear S Ramagangireddy,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021426/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Sriramadasu Narendra,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021427/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Gayathri Reddy D,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021428/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear K Sunil Kumar,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021429/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Gangisetty Jagadish,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021430/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear C Reddy Jahnavi,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021431/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Bayineni Anuhya,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021432/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Kotha Jageesha,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- ⇨ You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- ⇨ You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ⇨ You will be under **probation for a period of 6 (six) months** from the date of joining.

- ⇨ During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- ⇨ Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- ⇨ In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- ⇨ At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- ⇨ You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021433/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Koppula Nagendra Reddy,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021434/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Shasi Kumar Reddy Indla,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021435/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Teza,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- ⇨ You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- ⇨ You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ⇨ You will be under **probation for a period of 6 (six) months** from the date of joining.

- ⇨ During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- ⇨ Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- ⇨ In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- ⇨ At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- ⇨ You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021436/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Kakani Gopi,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021437/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Jaswant Patnam,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021438/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Chinni Bhanu Chandar,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021439/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Bandaru Goutham,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- ⇨ You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- ⇨ You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ⇨ You will be under **probation for a period of 6 (six) months** from the date of joining.

- ⇨ During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- ⇨ Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- ⇨ In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- ⇨ At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- ⇨ You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021440/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Govindu Jayanth,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021441/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Chereddy Sivaiah,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021442/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear Hari Krishna,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2021443/ ELTP- CAMPUS/ 2022 **02-Feb-2022**

Subject: Letter of Intent

Dear A Mani Krishna Yadav,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure –A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 6 (six) months** from the date of joining.

- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.

- Post probation, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - C** for breakup of your intended Annual Salary package.

- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.

- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/-** (**Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **01-Aug-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – A

Learning and Certification

Selects to learn the below Coursera courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

IT Foundation - Technical	
Course Name	**Duration (Hrs)**
Programming Foundations	18
Web Programming	40
Linux Fundamentals	18
SQL	16
Python basics	32
Cloud Computing	9
Agile & Scrum	10
Software Testing	30

Full Stack Java Developer	
Course Name	**Duration (Hrs)**
HTML and CSS: Building a Single-Page Website	0.4
Build Responsive Service Page UI using CSS3 Flexbox	2.1
HTML, CSS, and Javascript for Web Developers	28.3
Build a Chat UI application using CSS3 Flexbox	2.4
JavaScript Debugging Tips for Beginners	1.4
Manipulate Arrays with JavaScript Methods	2.4
User-Defined Functions in JavaScript	1.6
Work with Dates in JavaScript	2.4
Modern JavaScript: Iterators and Generators	1.7
JavaScript, jQuery, and JSON	13.7
Introduction to MongoDB	12
CRUD Operations using MongoDB NoSQL	0.5
Front-End Web Development with React	24.9
Object Oriented Programming in Java	16.2
Java Programming: Solving Problems with Software	17.2

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Java Programming: Arrays, Lists, and Structured Data	17.3
Introduction to Relational Database and SQL	0.5
Intermediate Relational Database and SQL	0.5
Introduction to Structured Query Language (SQL)	7.8
Introduction To Java Database Connectivity - JDBC	1.2
Spring Boot Inversion of Control and Dependency Injection	0.5
Spring Boot with Embedded Database	1
Restful Web Service Spring Boot Visual Studio Code Gradle	0.5
Logging with Spring Boot AOP	1.9
Web Development with Java Spring Framework	3.5
Deploy Microservices using Spring Cloud Framework	1
Front-End JavaScript Frameworks: Angular	1.2
Angular tooling: Generating code with schematics	1.7
Jenkins : Automating your delivery pipeline	0.4
Deploying Java-Maven Application With Jenkins CI/CD Tool	1.6
Introduction to Git and GitHub	11.7
Manage Your Versions with Git (Part I)	0.5
Manage Your Versions with Git (Part II)	0.9
Git for Developers Using Github	0.8
AWS S3 Basics	1.1
Hosting a Static Website (HTML/CSS/Javascript) in AWS S3	0.8
AWS Cloudfront: Serve content from multiple S3 buckets	2.5
Introduction to Containers w/ Docker, Kubernetes & OpenShift	11
Introduction to Docker : The Basics	0.3
Docker Essentials & Building a Containerized Web Application	0.3
Build local development environments using Docker containers	0.4
Agile Software Development	10.5

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total .....(A)	**248313**
Additional Benefits.....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure – C

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total .....(A)	**312206**
Additional Benefits..... (B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) --------- (A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Gratuity : As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

Date:18th Oct 2021

LETTER OF INTENT

Dear **Rishab G,**

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in **"Full Stack Development Track"** and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.

2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.

3. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.

4. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.
5. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree

qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.

6. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.

7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.

8. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.

9. You are required to provide full attention and complete your internship program successfully.

10. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.

11. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
12. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.

13. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

14. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.

15. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

P R Manikantan

Senior Director, Campus and Institutional Alliances

DECLARATION

I,_____, do hereby, on my own volition, free consent and free from any inducement or coercion, state that having complied with the prescribed formalities for being a part of the Internship program offered by CSS Corp Private Limited (hereinafter referred as "Company"), declare and affirm as under:

1. I understand that I have been offered with the internship program on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the internship program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which CSS Corp relied in good faith to admit me for the internship program, my admission to the internship program shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification and I undertake to refund CSS Corp whatever stipend was paid to me back to CSS Corp. I fully agree that I will not be considered for any certifications provided by CSS Corp.

2. I have passed my graduation (i.e., B.E /B. Tech etc.) or post-graduation in M. Tech/M.E with greater than or equal to 60% marks in my graduation/post-graduation.

3. I understand that during the internship I will receive a sum of Rs.10,000/- (Rupees Ten Thousand only) per month as stipend.

4. I understand that the duration of the internship program shall be three (3) months. The internship program would be held virtually (online mode).

5. I understand that a laptop (Minimum Configuration: Windows 64-bit OS, Intel i3 Processor, 4 GB RAM with Audio & Video capability) and uninterrupted Broadband Internet Connection with minimum 50 Mbps speed would be an essential requirement for the successful completion of the program, and I will arrange for it on my own at my cost and expenses.

6. I understand that I am expected to clear the mid and final assessment of the internship program and to meet all the set performance evaluation criteria as may be decided by CSS Corp from time to time, before I could be declared successful candidate from the internship program. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the internship program and no further attempt/ chance may be given to the undersigned nor I the undersigned will have the right to question the correctness of the

result declared by CSS Corp. As a logical corollary, I will not be considered for absorption/ employment by with CSS Corp.

8. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the internship program, I will be required to pay back the Stipend paid to me by CSS Corp, as applicable and I will not be considered for any certifications provided by CSS Corp.

9. I understand and agree that my internship program with CSS Corp shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances where the admission gets annulled, the Stipend paid to me will have to be refunded by me and I will not be considered for any certifications provided by CSS Corp.

10. I understand that CSS Corp may at its sole and absolute discretion offer me a position as an "Employee" in CSS Corp on successful completion of my Internship Program on a pay scale of an **annual CTC of INR 3.5 Lacs per annum or as CSS Corp may determine at that point of time**.

11. I understand on joining CSS Corp as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with CSS Corp.

12. I understand that on joining CSS Corp as an employee, I may be posted to any location within India, as per business requirements of CSS Corp. I further understand that the decision taken by CSS Corp in this regard would be final and binding on me.

14. I understand that CSS Corp functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of CSS Corp.

Name: Signature of the Candidate

Date:

Annexure Curriculum Outline

Full Stack Development

- Data Structure & Algorithms, Object-oriented programming concepts, Object-oriented analysis, and design (OOAD)
- Linux OS
- Core Java, J2EE
- RDBMS, NoSQL
- GIT Hub, DevOps (CI /CD)
- Agile, SDLC
- HTML, CSS, Java Script, JQuery, ES6, Angular, Nodejs, Reactjs

Definition of Terms

Virtual Internship – Candidates can pursue internship from their current location remotely and is not required to report the CSS Corp offices in Chennai or Hyderabad during this period.

Cloud Labs: Remote virtual labs with the required hardware & software infrastructure for hands on exposure. The access to this will be provided by CSS Corp.

Performance Evaluation Criteria:

- Attendance to be maintained => 90%
- Mid & Final Assessment Scores to be maintained =>70%

Undertaking

I, _____ Son/Daughter of _____residing at _____ _____ studying _____ degree in _____ _____College, am fully aware of the terms and conditions, and am willing to undertake this internship program at CSS Corp. I promise to display sincerity and commitment towards this internship program and will seek for a long-term career with your esteemed organization if I am offered employment.

Name: Signature of the Candidate

Date:

Name: Signature of the Parent

Date:

Date:18th Oct 2021

LETTER OF INTENT

Dear **Kondapamuluri Ajay Kumar,**

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in **"Full Stack Development Track"** and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.

2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.

3. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.

4. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.
5. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree

qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.

6. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.

7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.

8. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.

9. You are required to provide full attention and complete your internship program successfully.

10. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.

11. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
12. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.

13. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

14. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.

15. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

P R Manikantan

Senior Director, Campus and Institutional Alliances

DECLARATION

I,_____, do hereby, on my own volition, free consent and free from any inducement or coercion, state that having complied with the prescribed formalities for being a part of the Internship program offered by CSS Corp Private Limited (hereinafter referred as "Company"), declare and affirm as under:

1. I understand that I have been offered with the internship program on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the internship program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which CSS Corp relied in good faith to admit me for the internship program, my admission to the internship program shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification and I undertake to refund CSS Corp whatever stipend was paid to me back to CSS Corp. I fully agree that I will not be considered for any certifications provided by CSS Corp.

2. I have passed my graduation (i.e., B.E /B. Tech etc.) or post-graduation in M. Tech/M.E with greater than or equal to 60% marks in my graduation/post-graduation.

3. I understand that during the internship I will receive a sum of Rs.10,000/- (Rupees Ten Thousand only) per month as stipend.

4. I understand that the duration of the internship program shall be three (3) months. The internship program would be held virtually (online mode).

5. I understand that a laptop (Minimum Configuration: Windows 64-bit OS, Intel i3 Processor, 4 GB RAM with Audio & Video capability) and uninterrupted Broadband Internet Connection with minimum 50 Mbps speed would be an essential requirement for the successful completion of the program, and I will arrange for it on my own at my cost and expenses.

6. I understand that I am expected to clear the mid and final assessment of the internship program and to meet all the set performance evaluation criteria as may be decided by CSS Corp from time to time, before I could be declared successful candidate from the internship program. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the internship program and no further attempt/ chance may be given to the undersigned nor I the undersigned will have the right to question the correctness of the

result declared by CSS Corp. As a logical corollary, I will not be considered for absorption/ employment by with CSS Corp.

8. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the internship program, I will be required to pay back the Stipend paid to me by CSS Corp, as applicable and I will not be considered for any certifications provided by CSS Corp.

9. I understand and agree that my internship program with CSS Corp shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances where the admission gets annulled, the Stipend paid to me will have to be refunded by me and I will not be considered for any certifications provided by CSS Corp.

10. I understand that CSS Corp may at its sole and absolute discretion offer me a position as an "Employee" in CSS Corp on successful completion of my Internship Program on a pay scale of an **annual CTC of INR 3.5 Lacs per annum or as CSS Corp may determine at that point of time**.

11. I understand on joining CSS Corp as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with CSS Corp.

12. I understand that on joining CSS Corp as an employee, I may be posted to any location within India, as per business requirements of CSS Corp. I further understand that the decision taken by CSS Corp in this regard would be final and binding on me.

14. I understand that CSS Corp functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of CSS Corp.

Name: Signature of the Candidate

Date:

Annexure Curriculum Outline

Full Stack Development

- Data Structure & Algorithms, Object-oriented programming concepts, Object-oriented analysis, and design (OOAD)
- Linux OS
- Core Java, J2EE
- RDBMS, NoSQL
- GIT Hub, DevOps (CI /CD)
- Agile, SDLC
- HTML, CSS, Java Script, JQuery, ES6, Angular, Nodejs, Reactjs

Definition of Terms

Virtual Internship – Candidates can pursue internship from their current location remotely and is not required to report the CSS Corp offices in Chennai or Hyderabad during this period.

Cloud Labs: Remote virtual labs with the required hardware & software infrastructure for hands on exposure. The access to this will be provided by CSS Corp.

Performance Evaluation Criteria:

- Attendance to be maintained => 90%
- Mid & Final Assessment Scores to be maintained =>70%

Undertaking

I, _____ Son/Daughter of _____residing at _____ _____ studying _____ degree in _____ _____College, am fully aware of the terms and conditions, and am willing to undertake this internship program at CSS Corp. I promise to display sincerity and commitment towards this internship program and will seek for a long-term career with your esteemed organization if I am offered employment.

Name: Signature of the Candidate

Date:

Name: Signature of the Parent

Date:

Date:18th Oct 2021

LETTER OF INTENT

Dear **Malasani Lohith Kumar Reddy,**

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in **"Full Stack Development Track"** and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.

2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.

3. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.

4. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.
5. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree

qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.

6. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.

7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.

8. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.

9. You are required to provide full attention and complete your internship program successfully.

10. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.

11. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
12. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.

13. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

14. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.

15. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

P R Manikantan

Senior Director, Campus and Institutional Alliances

DECLARATION

I,_____, do hereby, on my own volition, free consent and free from any inducement or coercion, state that having complied with the prescribed formalities for being a part of the Internship program offered by CSS Corp Private Limited (hereinafter referred as "Company"), declare and affirm as under:

1. I understand that I have been offered with the internship program on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the internship program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which CSS Corp relied in good faith to admit me for the internship program, my admission to the internship program shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification and I undertake to refund CSS Corp whatever stipend was paid to me back to CSS Corp. I fully agree that I will not be considered for any certifications provided by CSS Corp.

2. I have passed my graduation (i.e., B.E /B. Tech etc.) or post-graduation in M. Tech/M.E with greater than or equal to 60% marks in my graduation/post-graduation.

3. I understand that during the internship I will receive a sum of Rs.10,000/- (Rupees Ten Thousand only) per month as stipend.

4. I understand that the duration of the internship program shall be three (3) months. The internship program would be held virtually (online mode).

5. I understand that a laptop (Minimum Configuration: Windows 64-bit OS, Intel i3 Processor, 4 GB RAM with Audio & Video capability) and uninterrupted Broadband Internet Connection with minimum 50 Mbps speed would be an essential requirement for the successful completion of the program, and I will arrange for it on my own at my cost and expenses.

6. I understand that I am expected to clear the mid and final assessment of the internship program and to meet all the set performance evaluation criteria as may be decided by CSS Corp from time to time, before I could be declared successful candidate from the internship program. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the internship program and no further attempt/ chance may be given to the undersigned nor I the undersigned will have the right to question the correctness of the

result declared by CSS Corp. As a logical corollary, I will not be considered for absorption/ employment by with CSS Corp.

8. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the internship program, I will be required to pay back the Stipend paid to me by CSS Corp, as applicable and I will not be considered for any certifications provided by CSS Corp.

9. I understand and agree that my internship program with CSS Corp shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances where the admission gets annulled, the Stipend paid to me will have to be refunded by me and I will not be considered for any certifications provided by CSS Corp.

10. I understand that CSS Corp may at its sole and absolute discretion offer me a position as an "Employee" in CSS Corp on successful completion of my Internship Program on a pay scale of an **annual CTC of INR 3.5 Lacs per annum or as CSS Corp may determine at that point of time**.

11. I understand on joining CSS Corp as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with CSS Corp.

12. I understand that on joining CSS Corp as an employee, I may be posted to any location within India, as per business requirements of CSS Corp. I further understand that the decision taken by CSS Corp in this regard would be final and binding on me.

14. I understand that CSS Corp functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of CSS Corp.

Name: Signature of the Candidate

Date:

Annexure Curriculum Outline

Full Stack Development

- Data Structure & Algorithms, Object-oriented programming concepts, Object-oriented analysis, and design (OOAD)
- Linux OS
- Core Java, J2EE
- RDBMS, NoSQL
- GIT Hub, DevOps (CI /CD)
- Agile, SDLC
- HTML, CSS, Java Script, JQuery, ES6, Angular, Nodejs, Reactjs

Definition of Terms

Virtual Internship – Candidates can pursue internship from their current location remotely and is not required to report the CSS Corp offices in Chennai or Hyderabad during this period.

Cloud Labs: Remote virtual labs with the required hardware & software infrastructure for hands on exposure. The access to this will be provided by CSS Corp.

Performance Evaluation Criteria:

- Attendance to be maintained => 90%
- Mid & Final Assessment Scores to be maintained =>70%

Undertaking

I, _____ Son/Daughter of _____residing at _____ _____ studying _____ degree in _____ _____College, am fully aware of the terms and conditions, and am willing to undertake this internship program at CSS Corp. I promise to display sincerity and commitment towards this internship program and will seek for a long-term career with your esteemed organization if I am offered employment.

Name: Signature of the Candidate

Date:

Name: Signature of the Parent

Date:

Date:18th Oct 2021

LETTER OF INTENT

Dear **Y Abhishek Reddy,**

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in **"Full Stack Development Track"** and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.

2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.

3. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.

4. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.
5. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree

qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.

6. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.

7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.

8. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.

9. You are required to provide full attention and complete your internship program successfully.

10. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.

11. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
12. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.

13. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

14. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.

15. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

P R Manikantan

Senior Director, Campus and Institutional Alliances

DECLARATION

I,_____, do hereby, on my own volition, free consent and free from any inducement or coercion, state that having complied with the prescribed formalities for being a part of the Internship program offered by CSS Corp Private Limited (hereinafter referred as "Company"), declare and affirm as under:

1. I understand that I have been offered with the internship program on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the internship program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which CSS Corp relied in good faith to admit me for the internship program, my admission to the internship program shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification and I undertake to refund CSS Corp whatever stipend was paid to me back to CSS Corp. I fully agree that I will not be considered for any certifications provided by CSS Corp.

2. I have passed my graduation (i.e., B.E /B. Tech etc.) or post-graduation in M. Tech/M.E with greater than or equal to 60% marks in my graduation/post-graduation.

3. I understand that during the internship I will receive a sum of Rs.10,000/- (Rupees Ten Thousand only) per month as stipend.

4. I understand that the duration of the internship program shall be three (3) months. The internship program would be held virtually (online mode).

5. I understand that a laptop (Minimum Configuration: Windows 64-bit OS, Intel i3 Processor, 4 GB RAM with Audio & Video capability) and uninterrupted Broadband Internet Connection with minimum 50 Mbps speed would be an essential requirement for the successful completion of the program, and I will arrange for it on my own at my cost and expenses.

6. I understand that I am expected to clear the mid and final assessment of the internship program and to meet all the set performance evaluation criteria as may be decided by CSS Corp from time to time, before I could be declared successful candidate from the internship program. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the internship program and no further attempt/ chance may be given to the undersigned nor I the undersigned will have the right to question the correctness of the

result declared by CSS Corp. As a logical corollary, I will not be considered for absorption/ employment by with CSS Corp.

8. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the internship program, I will be required to pay back the Stipend paid to me by CSS Corp, as applicable and I will not be considered for any certifications provided by CSS Corp.

9. I understand and agree that my internship program with CSS Corp shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances where the admission gets annulled, the Stipend paid to me will have to be refunded by me and I will not be considered for any certifications provided by CSS Corp.

10. I understand that CSS Corp may at its sole and absolute discretion offer me a position as an "Employee" in CSS Corp on successful completion of my Internship Program on a pay scale of an **annual CTC of INR 3.5 Lacs per annum or as CSS Corp may determine at that point of time**.

11. I understand on joining CSS Corp as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with CSS Corp.

12. I understand that on joining CSS Corp as an employee, I may be posted to any location within India, as per business requirements of CSS Corp. I further understand that the decision taken by CSS Corp in this regard would be final and binding on me.

14. I understand that CSS Corp functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of CSS Corp.

Name: Signature of the Candidate

Date:

Annexure Curriculum Outline

Full Stack Development

- Data Structure & Algorithms, Object-oriented programming concepts, Object-oriented analysis, and design (OOAD)
- Linux OS
- Core Java, J2EE
- RDBMS, NoSQL
- GIT Hub, DevOps (CI /CD)
- Agile, SDLC
- HTML, CSS, Java Script, JQuery, ES6, Angular, Nodejs, Reactjs

Definition of Terms

Virtual Internship – Candidates can pursue internship from their current location remotely and is not required to report the CSS Corp offices in Chennai or Hyderabad during this period.

Cloud Labs: Remote virtual labs with the required hardware & software infrastructure for hands on exposure. The access to this will be provided by CSS Corp.

Performance Evaluation Criteria:

- Attendance to be maintained => 90%
- Mid & Final Assessment Scores to be maintained =>70%

Undertaking

I, _____ Son/Daughter of _____residing at _____ _____ studying _____ degree in _____ _____College, am fully aware of the terms and conditions, and am willing to undertake this internship program at CSS Corp. I promise to display sincerity and commitment towards this internship program and will seek for a long-term career with your esteemed organization if I am offered employment.

Name: Signature of the Candidate

Date:

Name: Signature of the Parent

Date:

Date:18th Oct 2021

LETTER OF INTENT

Dear **Allamsetti Ravi Teja,**

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in **"Full Stack Development Track"** and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.

2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.

3. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.

4. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.
5. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree

qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.

6. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.

7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.

8. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.

9. You are required to provide full attention and complete your internship program successfully.

10. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.

11. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
12. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.

13. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

14. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.

15. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

P R Manikantan

Senior Director, Campus and Institutional Alliances

DECLARATION

I,_____, do hereby, on my own volition, free consent and free from any inducement or coercion, state that having complied with the prescribed formalities for being a part of the Internship program offered by CSS Corp Private Limited (hereinafter referred as "Company"), declare and affirm as under:

1. I understand that I have been offered with the internship program on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the internship program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which CSS Corp relied in good faith to admit me for the internship program, my admission to the internship program shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification and I undertake to refund CSS Corp whatever stipend was paid to me back to CSS Corp. I fully agree that I will not be considered for any certifications provided by CSS Corp.

2. I have passed my graduation (i.e., B.E /B. Tech etc.) or post-graduation in M. Tech/M.E with greater than or equal to 60% marks in my graduation/post-graduation.

3. I understand that during the internship I will receive a sum of Rs.10,000/- (Rupees Ten Thousand only) per month as stipend.

4. I understand that the duration of the internship program shall be three (3) months. The internship program would be held virtually (online mode).

5. I understand that a laptop (Minimum Configuration: Windows 64-bit OS, Intel i3 Processor, 4 GB RAM with Audio & Video capability) and uninterrupted Broadband Internet Connection with minimum 50 Mbps speed would be an essential requirement for the successful completion of the program, and I will arrange for it on my own at my cost and expenses.

6. I understand that I am expected to clear the mid and final assessment of the internship program and to meet all the set performance evaluation criteria as may be decided by CSS Corp from time to time, before I could be declared successful candidate from the internship program. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the internship program and no further attempt/ chance may be given to the undersigned nor I the undersigned will have the right to question the correctness of the

result declared by CSS Corp. As a logical corollary, I will not be considered for absorption/ employment by with CSS Corp.

8. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the internship program, I will be required to pay back the Stipend paid to me by CSS Corp, as applicable and I will not be considered for any certifications provided by CSS Corp.

9. I understand and agree that my internship program with CSS Corp shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances where the admission gets annulled, the Stipend paid to me will have to be refunded by me and I will not be considered for any certifications provided by CSS Corp.

10. I understand that CSS Corp may at its sole and absolute discretion offer me a position as an "Employee" in CSS Corp on successful completion of my Internship Program on a pay scale of an **annual CTC of INR 3.5 Lacs per annum or as CSS Corp may determine at that point of time**.

11. I understand on joining CSS Corp as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with CSS Corp.

12. I understand that on joining CSS Corp as an employee, I may be posted to any location within India, as per business requirements of CSS Corp. I further understand that the decision taken by CSS Corp in this regard would be final and binding on me.

14. I understand that CSS Corp functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of CSS Corp.

Name: Signature of the Candidate

Date:

Annexure Curriculum Outline

Full Stack Development

- Data Structure & Algorithms, Object-oriented programming concepts, Object-oriented analysis, and design (OOAD)
- Linux OS
- Core Java, J2EE
- RDBMS, NoSQL
- GIT Hub, DevOps (CI /CD)
- Agile, SDLC
- HTML, CSS, Java Script, JQuery, ES6, Angular, Nodejs, Reactjs

Definition of Terms

Virtual Internship – Candidates can pursue internship from their current location remotely and is not required to report the CSS Corp offices in Chennai or Hyderabad during this period.

Cloud Labs: Remote virtual labs with the required hardware & software infrastructure for hands on exposure. The access to this will be provided by CSS Corp.

Performance Evaluation Criteria:

- Attendance to be maintained => 90%
- Mid & Final Assessment Scores to be maintained =>70%

Undertaking

I, _____ Son/Daughter of _____residing at _____ _____ studying _____ degree in _____ _____College, am fully aware of the terms and conditions, and am willing to undertake this internship program at CSS Corp. I promise to display sincerity and commitment towards this internship program and will seek for a long-term career with your esteemed organization if I am offered employment.

Name: Signature of the Candidate

Date:

Name: Signature of the Parent

Date:

Date:18th Oct 2021

LETTER OF INTENT

Dear **Alka Sharma,**

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in **"Full Stack Development Track"** and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.

2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.

3. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.

4. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.
5. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree

qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.

6. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.

7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.

8. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.

9. You are required to provide full attention and complete your internship program successfully.

10. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.

11. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
12. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.

13. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

14. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.

15. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

P R Manikantan

Senior Director, Campus and Institutional Alliances

DECLARATION

I,_____, do hereby, on my own volition, free consent and free from any inducement or coercion, state that having complied with the prescribed formalities for being a part of the Internship program offered by CSS Corp Private Limited (hereinafter referred as "Company"), declare and affirm as under:

1. I understand that I have been offered with the internship program on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the internship program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which CSS Corp relied in good faith to admit me for the internship program, my admission to the internship program shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification and I undertake to refund CSS Corp whatever stipend was paid to me back to CSS Corp. I fully agree that I will not be considered for any certifications provided by CSS Corp.

2. I have passed my graduation (i.e., B.E /B. Tech etc.) or post-graduation in M. Tech/M.E with greater than or equal to 60% marks in my graduation/post-graduation.

3. I understand that during the internship I will receive a sum of Rs.10,000/- (Rupees Ten Thousand only) per month as stipend.

4. I understand that the duration of the internship program shall be three (3) months. The internship program would be held virtually (online mode).

5. I understand that a laptop (Minimum Configuration: Windows 64-bit OS, Intel i3 Processor, 4 GB RAM with Audio & Video capability) and uninterrupted Broadband Internet Connection with minimum 50 Mbps speed would be an essential requirement for the successful completion of the program, and I will arrange for it on my own at my cost and expenses.

6. I understand that I am expected to clear the mid and final assessment of the internship program and to meet all the set performance evaluation criteria as may be decided by CSS Corp from time to time, before I could be declared successful candidate from the internship program. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the internship program and no further attempt/ chance may be given to the undersigned nor I the undersigned will have the right to question the correctness of the

result declared by CSS Corp. As a logical corollary, I will not be considered for absorption/ employment by with CSS Corp.

8. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the internship program, I will be required to pay back the Stipend paid to me by CSS Corp, as applicable and I will not be considered for any certifications provided by CSS Corp.

9. I understand and agree that my internship program with CSS Corp shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances where the admission gets annulled, the Stipend paid to me will have to be refunded by me and I will not be considered for any certifications provided by CSS Corp.

10. I understand that CSS Corp may at its sole and absolute discretion offer me a position as an "Employee" in CSS Corp on successful completion of my Internship Program on a pay scale of an **annual CTC of INR 3.5 Lacs per annum or as CSS Corp may determine at that point of time**.

11. I understand on joining CSS Corp as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with CSS Corp.

12. I understand that on joining CSS Corp as an employee, I may be posted to any location within India, as per business requirements of CSS Corp. I further understand that the decision taken by CSS Corp in this regard would be final and binding on me.

14. I understand that CSS Corp functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of CSS Corp.

Name: Signature of the Candidate

Date:

Annexure Curriculum Outline

Full Stack Development

- Data Structure & Algorithms, Object-oriented programming concepts, Object-oriented analysis, and design (OOAD)
- Linux OS
- Core Java, J2EE
- RDBMS, NoSQL
- GIT Hub, DevOps (CI /CD)
- Agile, SDLC
- HTML, CSS, Java Script, JQuery, ES6, Angular, Nodejs, Reactjs

Definition of Terms

Virtual Internship – Candidates can pursue internship from their current location remotely and is not required to report the CSS Corp offices in Chennai or Hyderabad during this period.

Cloud Labs: Remote virtual labs with the required hardware & software infrastructure for hands on exposure. The access to this will be provided by CSS Corp.

Performance Evaluation Criteria:

- Attendance to be maintained => 90%
- Mid & Final Assessment Scores to be maintained =>70%

Undertaking

I, _____ Son/Daughter of _____residing at _____ _____ studying _____ degree in _____ _____College, am fully aware of the terms and conditions, and am willing to undertake this internship program at CSS Corp. I promise to display sincerity and commitment towards this internship program and will seek for a long-term career with your esteemed organization if I am offered employment.

Name: Signature of the Candidate

Date:

Name: Signature of the Parent

Date:

Date:18th Oct 2021

LETTER OF INTENT

Dear **Thrivikram Gowd,**

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in **"Full Stack Development Track"** and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.

2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.

3. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.

4. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.
5. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree

qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.

6. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.

7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.

8. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.

9. You are required to provide full attention and complete your internship program successfully.

10. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.

11. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
12. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.

13. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

14. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.

15. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

P R Manikantan

Senior Director, Campus and Institutional Alliances

DECLARATION

I,_____, do hereby, on my own volition, free consent and free from any inducement or coercion, state that having complied with the prescribed formalities for being a part of the Internship program offered by CSS Corp Private Limited (hereinafter referred as "Company"), declare and affirm as under:

1. I understand that I have been offered with the internship program on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the internship program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which CSS Corp relied in good faith to admit me for the internship program, my admission to the internship program shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification and I undertake to refund CSS Corp whatever stipend was paid to me back to CSS Corp. I fully agree that I will not be considered for any certifications provided by CSS Corp.

2. I have passed my graduation (i.e., B.E /B. Tech etc.) or post-graduation in M. Tech/M.E with greater than or equal to 60% marks in my graduation/post-graduation.

3. I understand that during the internship I will receive a sum of Rs.10,000/- (Rupees Ten Thousand only) per month as stipend.

4. I understand that the duration of the internship program shall be three (3) months. The internship program would be held virtually (online mode).

5. I understand that a laptop (Minimum Configuration: Windows 64-bit OS, Intel i3 Processor, 4 GB RAM with Audio & Video capability) and uninterrupted Broadband Internet Connection with minimum 50 Mbps speed would be an essential requirement for the successful completion of the program, and I will arrange for it on my own at my cost and expenses.

6. I understand that I am expected to clear the mid and final assessment of the internship program and to meet all the set performance evaluation criteria as may be decided by CSS Corp from time to time, before I could be declared successful candidate from the internship program. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the internship program and no further attempt/ chance may be given to the undersigned nor I the undersigned will have the right to question the correctness of the

result declared by CSS Corp. As a logical corollary, I will not be considered for absorption/ employment by with CSS Corp.

8. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the internship program, I will be required to pay back the Stipend paid to me by CSS Corp, as applicable and I will not be considered for any certifications provided by CSS Corp.

9. I understand and agree that my internship program with CSS Corp shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances where the admission gets annulled, the Stipend paid to me will have to be refunded by me and I will not be considered for any certifications provided by CSS Corp.

10. I understand that CSS Corp may at its sole and absolute discretion offer me a position as an "Employee" in CSS Corp on successful completion of my Internship Program on a pay scale of an **annual CTC of INR 3.5 Lacs per annum or as CSS Corp may determine at that point of time**.

11. I understand on joining CSS Corp as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with CSS Corp.

12. I understand that on joining CSS Corp as an employee, I may be posted to any location within India, as per business requirements of CSS Corp. I further understand that the decision taken by CSS Corp in this regard would be final and binding on me.

14. I understand that CSS Corp functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of CSS Corp.

Name: Signature of the Candidate

Date:

Annexure Curriculum Outline

Full Stack Development

- Data Structure & Algorithms, Object-oriented programming concepts, Object-oriented analysis, and design (OOAD)
- Linux OS
- Core Java, J2EE
- RDBMS, NoSQL
- GIT Hub, DevOps (CI /CD)
- Agile, SDLC
- HTML, CSS, Java Script, JQuery, ES6, Angular, Nodejs, Reactjs

Definition of Terms

Virtual Internship – Candidates can pursue internship from their current location remotely and is not required to report the CSS Corp offices in Chennai or Hyderabad during this period.

Cloud Labs: Remote virtual labs with the required hardware & software infrastructure for hands on exposure. The access to this will be provided by CSS Corp.

Performance Evaluation Criteria:

- Attendance to be maintained => 90%
- Mid & Final Assessment Scores to be maintained =>70%

Undertaking

I, _____ Son/Daughter of _____residing at _____ _____ studying _____ degree in _____ _____College, am fully aware of the terms and conditions, and am willing to undertake this internship program at CSS Corp. I promise to display sincerity and commitment towards this internship program and will seek for a long-term career with your esteemed organization if I am offered employment.

Name: Signature of the Candidate

Date:

Name: Signature of the Parent

Date:

Date:18th Oct 2021

LETTER OF INTENT

Dear **Kondam Pranay,**

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in **"Full Stack Development Track"** and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.

2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.

3. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.

4. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.
5. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree

qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.

6. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.

7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.

8. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.

9. You are required to provide full attention and complete your internship program successfully.

10. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.

11. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
12. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.

13. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

14. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.

15. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

P R Manikantan

Senior Director, Campus and Institutional Alliances

DECLARATION

I,_____, do hereby, on my own volition, free consent and free from any inducement or coercion, state that having complied with the prescribed formalities for being a part of the Internship program offered by CSS Corp Private Limited (hereinafter referred as "Company"), declare and affirm as under:

1. I understand that I have been offered with the internship program on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the internship program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which CSS Corp relied in good faith to admit me for the internship program, my admission to the internship program shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification and I undertake to refund CSS Corp whatever stipend was paid to me back to CSS Corp. I fully agree that I will not be considered for any certifications provided by CSS Corp.

2. I have passed my graduation (i.e., B.E /B. Tech etc.) or post-graduation in M. Tech/M.E with greater than or equal to 60% marks in my graduation/post-graduation.

3. I understand that during the internship I will receive a sum of Rs.10,000/- (Rupees Ten Thousand only) per month as stipend.

4. I understand that the duration of the internship program shall be three (3) months. The internship program would be held virtually (online mode).

5. I understand that a laptop (Minimum Configuration: Windows 64-bit OS, Intel i3 Processor, 4 GB RAM with Audio & Video capability) and uninterrupted Broadband Internet Connection with minimum 50 Mbps speed would be an essential requirement for the successful completion of the program, and I will arrange for it on my own at my cost and expenses.

6. I understand that I am expected to clear the mid and final assessment of the internship program and to meet all the set performance evaluation criteria as may be decided by CSS Corp from time to time, before I could be declared successful candidate from the internship program. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the internship program and no further attempt/ chance may be given to the undersigned nor I the undersigned will have the right to question the correctness of the

result declared by CSS Corp. As a logical corollary, I will not be considered for absorption/ employment by with CSS Corp.

8. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the internship program, I will be required to pay back the Stipend paid to me by CSS Corp, as applicable and I will not be considered for any certifications provided by CSS Corp.

9. I understand and agree that my internship program with CSS Corp shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances where the admission gets annulled, the Stipend paid to me will have to be refunded by me and I will not be considered for any certifications provided by CSS Corp.

10. I understand that CSS Corp may at its sole and absolute discretion offer me a position as an "Employee" in CSS Corp on successful completion of my Internship Program on a pay scale of an **annual CTC of INR 3.5 Lacs per annum or as CSS Corp may determine at that point of time**.

11. I understand on joining CSS Corp as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with CSS Corp.

12. I understand that on joining CSS Corp as an employee, I may be posted to any location within India, as per business requirements of CSS Corp. I further understand that the decision taken by CSS Corp in this regard would be final and binding on me.

14. I understand that CSS Corp functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of CSS Corp.

Name: Signature of the Candidate

Date:

Annexure Curriculum Outline

Full Stack Development

- Data Structure & Algorithms, Object-oriented programming concepts, Object-oriented analysis, and design (OOAD)
- Linux OS
- Core Java, J2EE
- RDBMS, NoSQL
- GIT Hub, DevOps (CI /CD)
- Agile, SDLC
- HTML, CSS, Java Script, JQuery, ES6, Angular, Nodejs, Reactjs

Definition of Terms

Virtual Internship – Candidates can pursue internship from their current location remotely and is not required to report the CSS Corp offices in Chennai or Hyderabad during this period.

Cloud Labs: Remote virtual labs with the required hardware & software infrastructure for hands on exposure. The access to this will be provided by CSS Corp.

Performance Evaluation Criteria:

- Attendance to be maintained => 90%
- Mid & Final Assessment Scores to be maintained =>70%

Undertaking

I, _____ Son/Daughter of _____residing at _____ _____ studying _____ degree in _____ _____College, am fully aware of the terms and conditions, and am willing to undertake this internship program at CSS Corp. I promise to display sincerity and commitment towards this internship program and will seek for a long-term career with your esteemed organization if I am offered employment.

Name: Signature of the Candidate

Date:

Name: Signature of the Parent

Date:

Date:18th Oct 2021

LETTER OF INTENT

Dear **Kaviti Nanda Kishore,**

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in **"Full Stack Development Track"** and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.

2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.

3. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.

4. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.
5. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree

qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.

6. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.

7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.

8. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.

9. You are required to provide full attention and complete your internship program successfully.

10. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.

11. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
12. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.

13. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

14. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.

15. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

P R Manikantan

Senior Director, Campus and Institutional Alliances

DECLARATION

I,_____, do hereby, on my own volition, free consent and free from any inducement or coercion, state that having complied with the prescribed formalities for being a part of the Internship program offered by CSS Corp Private Limited (hereinafter referred as "Company"), declare and affirm as under:

1. I understand that I have been offered with the internship program on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the internship program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which CSS Corp relied in good faith to admit me for the internship program, my admission to the internship program shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification and I undertake to refund CSS Corp whatever stipend was paid to me back to CSS Corp. I fully agree that I will not be considered for any certifications provided by CSS Corp.

2. I have passed my graduation (i.e., B.E /B. Tech etc.) or post-graduation in M. Tech/M.E with greater than or equal to 60% marks in my graduation/post-graduation.

3. I understand that during the internship I will receive a sum of Rs.10,000/- (Rupees Ten Thousand only) per month as stipend.

4. I understand that the duration of the internship program shall be three (3) months. The internship program would be held virtually (online mode).

5. I understand that a laptop (Minimum Configuration: Windows 64-bit OS, Intel i3 Processor, 4 GB RAM with Audio & Video capability) and uninterrupted Broadband Internet Connection with minimum 50 Mbps speed would be an essential requirement for the successful completion of the program, and I will arrange for it on my own at my cost and expenses.

6. I understand that I am expected to clear the mid and final assessment of the internship program and to meet all the set performance evaluation criteria as may be decided by CSS Corp from time to time, before I could be declared successful candidate from the internship program. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the internship program and no further attempt/ chance may be given to the undersigned nor I the undersigned will have the right to question the correctness of the

result declared by CSS Corp. As a logical corollary, I will not be considered for absorption/ employment by with CSS Corp.

8. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the internship program, I will be required to pay back the Stipend paid to me by CSS Corp, as applicable and I will not be considered for any certifications provided by CSS Corp.

9. I understand and agree that my internship program with CSS Corp shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances where the admission gets annulled, the Stipend paid to me will have to be refunded by me and I will not be considered for any certifications provided by CSS Corp.

10. I understand that CSS Corp may at its sole and absolute discretion offer me a position as an "Employee" in CSS Corp on successful completion of my Internship Program on a pay scale of an **annual CTC of INR 3.5 Lacs per annum or as CSS Corp may determine at that point of time**.

11. I understand on joining CSS Corp as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with CSS Corp.

12. I understand that on joining CSS Corp as an employee, I may be posted to any location within India, as per business requirements of CSS Corp. I further understand that the decision taken by CSS Corp in this regard would be final and binding on me.

14. I understand that CSS Corp functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of CSS Corp.

Name: Signature of the Candidate

Date:

Annexure Curriculum Outline

Full Stack Development

- Data Structure & Algorithms, Object-oriented programming concepts, Object-oriented analysis, and design (OOAD)
- Linux OS
- Core Java, J2EE
- RDBMS, NoSQL
- GIT Hub, DevOps (CI /CD)
- Agile, SDLC
- HTML, CSS, Java Script, JQuery, ES6, Angular, Nodejs, Reactjs

Definition of Terms

Virtual Internship – Candidates can pursue internship from their current location remotely and is not required to report the CSS Corp offices in Chennai or Hyderabad during this period.

Cloud Labs: Remote virtual labs with the required hardware & software infrastructure for hands on exposure. The access to this will be provided by CSS Corp.

Performance Evaluation Criteria:

- Attendance to be maintained => 90%
- Mid & Final Assessment Scores to be maintained =>70%

Undertaking

I, _____ Son/Daughter of _____residing at _____ _____ studying _____ degree in _____ _____College, am fully aware of the terms and conditions, and am willing to undertake this internship program at CSS Corp. I promise to display sincerity and commitment towards this internship program and will seek for a long-term career with your esteemed organization if I am offered employment.

Name: Signature of the Candidate

Date:

Name: Signature of the Parent

Date:

Date:18th Oct 2021

LETTER OF INTENT

Dear **Sarath Kumar Naidu Pothula,**

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in **"Full Stack Development Track"** and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.

2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.

3. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.

4. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.
5. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree

qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.

6. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.

7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.

8. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.

9. You are required to provide full attention and complete your internship program successfully.

10. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.

11. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
12. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.

13. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

14. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.

15. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

P R Manikantan

Senior Director, Campus and Institutional Alliances

DECLARATION

I,_____, do hereby, on my own volition, free consent and free from any inducement or coercion, state that having complied with the prescribed formalities for being a part of the Internship program offered by CSS Corp Private Limited (hereinafter referred as "Company"), declare and affirm as under:

1. I understand that I have been offered with the internship program on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the internship program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which CSS Corp relied in good faith to admit me for the internship program, my admission to the internship program shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification and I undertake to refund CSS Corp whatever stipend was paid to me back to CSS Corp. I fully agree that I will not be considered for any certifications provided by CSS Corp.

2. I have passed my graduation (i.e., B.E /B. Tech etc.) or post-graduation in M. Tech/M.E with greater than or equal to 60% marks in my graduation/post-graduation.

3. I understand that during the internship I will receive a sum of Rs.10,000/- (Rupees Ten Thousand only) per month as stipend.

4. I understand that the duration of the internship program shall be three (3) months. The internship program would be held virtually (online mode).

5. I understand that a laptop (Minimum Configuration: Windows 64-bit OS, Intel i3 Processor, 4 GB RAM with Audio & Video capability) and uninterrupted Broadband Internet Connection with minimum 50 Mbps speed would be an essential requirement for the successful completion of the program, and I will arrange for it on my own at my cost and expenses.

6. I understand that I am expected to clear the mid and final assessment of the internship program and to meet all the set performance evaluation criteria as may be decided by CSS Corp from time to time, before I could be declared successful candidate from the internship program. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the internship program and no further attempt/ chance may be given to the undersigned nor I the undersigned will have the right to question the correctness of the

result declared by CSS Corp. As a logical corollary, I will not be considered for absorption/ employment by with CSS Corp.

8. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the internship program, I will be required to pay back the Stipend paid to me by CSS Corp, as applicable and I will not be considered for any certifications provided by CSS Corp.

9. I understand and agree that my internship program with CSS Corp shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances where the admission gets annulled, the Stipend paid to me will have to be refunded by me and I will not be considered for any certifications provided by CSS Corp.

10. I understand that CSS Corp may at its sole and absolute discretion offer me a position as an "Employee" in CSS Corp on successful completion of my Internship Program on a pay scale of an **annual CTC of INR 3.5 Lacs per annum or as CSS Corp may determine at that point of time**.

11. I understand on joining CSS Corp as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with CSS Corp.

12. I understand that on joining CSS Corp as an employee, I may be posted to any location within India, as per business requirements of CSS Corp. I further understand that the decision taken by CSS Corp in this regard would be final and binding on me.

14. I understand that CSS Corp functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of CSS Corp.

Name: Signature of the Candidate

Date:

Annexure Curriculum Outline

Full Stack Development

- Data Structure & Algorithms, Object-oriented programming concepts, Object-oriented analysis, and design (OOAD)
- Linux OS
- Core Java, J2EE
- RDBMS, NoSQL
- GIT Hub, DevOps (CI /CD)
- Agile, SDLC
- HTML, CSS, Java Script, JQuery, ES6, Angular, Nodejs, Reactjs

Definition of Terms

Virtual Internship – Candidates can pursue internship from their current location remotely and is not required to report the CSS Corp offices in Chennai or Hyderabad during this period.

Cloud Labs: Remote virtual labs with the required hardware & software infrastructure for hands on exposure. The access to this will be provided by CSS Corp.

Performance Evaluation Criteria:

- Attendance to be maintained => 90%
- Mid & Final Assessment Scores to be maintained =>70%

Undertaking

I, _____ Son/Daughter of _____residing at _____ _____ studying _____ degree in _____ _____College, am fully aware of the terms and conditions, and am willing to undertake this internship program at CSS Corp. I promise to display sincerity and commitment towards this internship program and will seek for a long-term career with your esteemed organization if I am offered employment.

Name: Signature of the Candidate

Date:

Name: Signature of the Parent

Date:

Date:18th Oct 2021

LETTER OF INTENT

Dear **Yelugula Sanjay,**

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in **"Full Stack Development Track"** and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.

2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.

3. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.

4. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.
5. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree

qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.

6. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.

7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.

8. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.

9. You are required to provide full attention and complete your internship program successfully.

10. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.

11. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
12. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.

13. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

14. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.

15. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

P R Manikantan

Senior Director, Campus and Institutional Alliances

DECLARATION

I,_____, do hereby, on my own volition, free consent and free from any inducement or coercion, state that having complied with the prescribed formalities for being a part of the Internship program offered by CSS Corp Private Limited (hereinafter referred as "Company"), declare and affirm as under:

1. I understand that I have been offered with the internship program on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the internship program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which CSS Corp relied in good faith to admit me for the internship program, my admission to the internship program shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification and I undertake to refund CSS Corp whatever stipend was paid to me back to CSS Corp. I fully agree that I will not be considered for any certifications provided by CSS Corp.

2. I have passed my graduation (i.e., B.E /B. Tech etc.) or post-graduation in M. Tech/M.E with greater than or equal to 60% marks in my graduation/post-graduation.

3. I understand that during the internship I will receive a sum of Rs.10,000/- (Rupees Ten Thousand only) per month as stipend.

4. I understand that the duration of the internship program shall be three (3) months. The internship program would be held virtually (online mode).

5. I understand that a laptop (Minimum Configuration: Windows 64-bit OS, Intel i3 Processor, 4 GB RAM with Audio & Video capability) and uninterrupted Broadband Internet Connection with minimum 50 Mbps speed would be an essential requirement for the successful completion of the program, and I will arrange for it on my own at my cost and expenses.

6. I understand that I am expected to clear the mid and final assessment of the internship program and to meet all the set performance evaluation criteria as may be decided by CSS Corp from time to time, before I could be declared successful candidate from the internship program. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the internship program and no further attempt/ chance may be given to the undersigned nor I the undersigned will have the right to question the correctness of the

result declared by CSS Corp. As a logical corollary, I will not be considered for absorption/ employment by with CSS Corp.

8. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the internship program, I will be required to pay back the Stipend paid to me by CSS Corp, as applicable and I will not be considered for any certifications provided by CSS Corp.

9. I understand and agree that my internship program with CSS Corp shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances where the admission gets annulled, the Stipend paid to me will have to be refunded by me and I will not be considered for any certifications provided by CSS Corp.

10. I understand that CSS Corp may at its sole and absolute discretion offer me a position as an "Employee" in CSS Corp on successful completion of my Internship Program on a pay scale of an **annual CTC of INR 3.5 Lacs per annum or as CSS Corp may determine at that point of time**.

11. I understand on joining CSS Corp as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with CSS Corp.

12. I understand that on joining CSS Corp as an employee, I may be posted to any location within India, as per business requirements of CSS Corp. I further understand that the decision taken by CSS Corp in this regard would be final and binding on me.

14. I understand that CSS Corp functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of CSS Corp.

Name: Signature of the Candidate

Date:

Annexure Curriculum Outline

Full Stack Development

- Data Structure & Algorithms, Object-oriented programming concepts, Object-oriented analysis, and design (OOAD)
- Linux OS
- Core Java, J2EE
- RDBMS, NoSQL
- GIT Hub, DevOps (CI /CD)
- Agile, SDLC
- HTML, CSS, Java Script, JQuery, ES6, Angular, Nodejs, Reactjs

Definition of Terms

Virtual Internship – Candidates can pursue internship from their current location remotely and is not required to report the CSS Corp offices in Chennai or Hyderabad during this period.

Cloud Labs: Remote virtual labs with the required hardware & software infrastructure for hands on exposure. The access to this will be provided by CSS Corp.

Performance Evaluation Criteria:

- Attendance to be maintained => 90%
- Mid & Final Assessment Scores to be maintained =>70%

Undertaking

I, _____ Son/Daughter of _____residing at _____ _____ studying _____ degree in _____ _____College, am fully aware of the terms and conditions, and am willing to undertake this internship program at CSS Corp. I promise to display sincerity and commitment towards this internship program and will seek for a long-term career with your esteemed organization if I am offered employment.

Name: Signature of the Candidate

Date:

Name: Signature of the Parent

Date:

Date:18th Oct 2021

LETTER OF INTENT

Dear **Ansal V S,**

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in **"Full Stack Development Track"** and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.

2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.

3. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.

4. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.
5. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree

qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.

6. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.

7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.

8. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.

9. You are required to provide full attention and complete your internship program successfully.

10. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.

11. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
12. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.

13. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

14. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.

15. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

P R Manikantan

Senior Director, Campus and Institutional Alliances

DECLARATION

I,_____, do hereby, on my own volition, free consent and free from any inducement or coercion, state that having complied with the prescribed formalities for being a part of the Internship program offered by CSS Corp Private Limited (hereinafter referred as "Company"), declare and affirm as under:

1. I understand that I have been offered with the internship program on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the internship program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which CSS Corp relied in good faith to admit me for the internship program, my admission to the internship program shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification and I undertake to refund CSS Corp whatever stipend was paid to me back to CSS Corp. I fully agree that I will not be considered for any certifications provided by CSS Corp.

2. I have passed my graduation (i.e., B.E /B. Tech etc.) or post-graduation in M. Tech/M.E with greater than or equal to 60% marks in my graduation/post-graduation.

3. I understand that during the internship I will receive a sum of Rs.10,000/- (Rupees Ten Thousand only) per month as stipend.

4. I understand that the duration of the internship program shall be three (3) months. The internship program would be held virtually (online mode).

5. I understand that a laptop (Minimum Configuration: Windows 64-bit OS, Intel i3 Processor, 4 GB RAM with Audio & Video capability) and uninterrupted Broadband Internet Connection with minimum 50 Mbps speed would be an essential requirement for the successful completion of the program, and I will arrange for it on my own at my cost and expenses.

6. I understand that I am expected to clear the mid and final assessment of the internship program and to meet all the set performance evaluation criteria as may be decided by CSS Corp from time to time, before I could be declared successful candidate from the internship program. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the internship program and no further attempt/ chance may be given to the undersigned nor I the undersigned will have the right to question the correctness of the

result declared by CSS Corp. As a logical corollary, I will not be considered for absorption/ employment by with CSS Corp.

8. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the internship program, I will be required to pay back the Stipend paid to me by CSS Corp, as applicable and I will not be considered for any certifications provided by CSS Corp.

9. I understand and agree that my internship program with CSS Corp shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances where the admission gets annulled, the Stipend paid to me will have to be refunded by me and I will not be considered for any certifications provided by CSS Corp.

10. I understand that CSS Corp may at its sole and absolute discretion offer me a position as an "Employee" in CSS Corp on successful completion of my Internship Program on a pay scale of an **annual CTC of INR 3.5 Lacs per annum or as CSS Corp may determine at that point of time**.

11. I understand on joining CSS Corp as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with CSS Corp.

12. I understand that on joining CSS Corp as an employee, I may be posted to any location within India, as per business requirements of CSS Corp. I further understand that the decision taken by CSS Corp in this regard would be final and binding on me.

14. I understand that CSS Corp functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of CSS Corp.

Name: Signature of the Candidate

Date:

Annexure Curriculum Outline

Full Stack Development

- Data Structure & Algorithms, Object-oriented programming concepts, Object-oriented analysis, and design (OOAD)
- Linux OS
- Core Java, J2EE
- RDBMS, NoSQL
- GIT Hub, DevOps (CI /CD)
- Agile, SDLC
- HTML, CSS, Java Script, JQuery, ES6, Angular, Nodejs, Reactjs

Definition of Terms

Virtual Internship – Candidates can pursue internship from their current location remotely and is not required to report the CSS Corp offices in Chennai or Hyderabad during this period.

Cloud Labs: Remote virtual labs with the required hardware & software infrastructure for hands on exposure. The access to this will be provided by CSS Corp.

Performance Evaluation Criteria:

- Attendance to be maintained => 90%
- Mid & Final Assessment Scores to be maintained =>70%

Undertaking

I, _____ Son/Daughter of _____residing at _____ _____ studying _____ degree in _____ _____College, am fully aware of the terms and conditions, and am willing to undertake this internship program at CSS Corp. I promise to display sincerity and commitment towards this internship program and will seek for a long-term career with your esteemed organization if I am offered employment.

Name: Signature of the Candidate

Date:

Name: Signature of the Parent

Date:

Date:18th Oct 2021

LETTER OF INTENT

Dear **Surya Thiyagarajan,**

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in **"Full Stack Development Track"** and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.

2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.

3. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.

4. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.
5. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree

qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.

6. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.

7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.

8. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.

9. You are required to provide full attention and complete your internship program successfully.

10. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.

11. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
12. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.

13. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

14. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.

15. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

P R Manikantan

Senior Director, Campus and Institutional Alliances

DECLARATION

I,_____, do hereby, on my own volition, free consent and free from any inducement or coercion, state that having complied with the prescribed formalities for being a part of the Internship program offered by CSS Corp Private Limited (hereinafter referred as "Company"), declare and affirm as under:

1. I understand that I have been offered with the internship program on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the internship program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which CSS Corp relied in good faith to admit me for the internship program, my admission to the internship program shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification and I undertake to refund CSS Corp whatever stipend was paid to me back to CSS Corp. I fully agree that I will not be considered for any certifications provided by CSS Corp.

2. I have passed my graduation (i.e., B.E /B. Tech etc.) or post-graduation in M. Tech/M.E with greater than or equal to 60% marks in my graduation/post-graduation.

3. I understand that during the internship I will receive a sum of Rs.10,000/- (Rupees Ten Thousand only) per month as stipend.

4. I understand that the duration of the internship program shall be three (3) months. The internship program would be held virtually (online mode).

5. I understand that a laptop (Minimum Configuration: Windows 64-bit OS, Intel i3 Processor, 4 GB RAM with Audio & Video capability) and uninterrupted Broadband Internet Connection with minimum 50 Mbps speed would be an essential requirement for the successful completion of the program, and I will arrange for it on my own at my cost and expenses.

6. I understand that I am expected to clear the mid and final assessment of the internship program and to meet all the set performance evaluation criteria as may be decided by CSS Corp from time to time, before I could be declared successful candidate from the internship program. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the internship program and no further attempt/ chance may be given to the undersigned nor I the undersigned will have the right to question the correctness of the

result declared by CSS Corp. As a logical corollary, I will not be considered for absorption/ employment by with CSS Corp.

8. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the internship program, I will be required to pay back the Stipend paid to me by CSS Corp, as applicable and I will not be considered for any certifications provided by CSS Corp.

9. I understand and agree that my internship program with CSS Corp shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances where the admission gets annulled, the Stipend paid to me will have to be refunded by me and I will not be considered for any certifications provided by CSS Corp.

10. I understand that CSS Corp may at its sole and absolute discretion offer me a position as an "Employee" in CSS Corp on successful completion of my Internship Program on a pay scale of an **annual CTC of INR 3.5 Lacs per annum or as CSS Corp may determine at that point of time**.

11. I understand on joining CSS Corp as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with CSS Corp.

12. I understand that on joining CSS Corp as an employee, I may be posted to any location within India, as per business requirements of CSS Corp. I further understand that the decision taken by CSS Corp in this regard would be final and binding on me.

14. I understand that CSS Corp functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of CSS Corp.

Name: Signature of the Candidate

Date:

Annexure Curriculum Outline

Full Stack Development

- Data Structure & Algorithms, Object-oriented programming concepts, Object-oriented analysis, and design (OOAD)
- Linux OS
- Core Java, J2EE
- RDBMS, NoSQL
- GIT Hub, DevOps (CI /CD)
- Agile, SDLC
- HTML, CSS, Java Script, JQuery, ES6, Angular, Nodejs, Reactjs

Definition of Terms

Virtual Internship – Candidates can pursue internship from their current location remotely and is not required to report the CSS Corp offices in Chennai or Hyderabad during this period.

Cloud Labs: Remote virtual labs with the required hardware & software infrastructure for hands on exposure. The access to this will be provided by CSS Corp.

Performance Evaluation Criteria:

- Attendance to be maintained => 90%
- Mid & Final Assessment Scores to be maintained =>70%

Undertaking

I, _____ Son/Daughter of _____residing at _____ _____ studying _____ degree in _____ _____College, am fully aware of the terms and conditions, and am willing to undertake this internship program at CSS Corp. I promise to display sincerity and commitment towards this internship program and will seek for a long-term career with your esteemed organization if I am offered employment.

Name: Signature of the Candidate

Date:

Name: Signature of the Parent

Date:

Date:18th Oct 2021

LETTER OF INTENT

Dear **Grace Sharon,**

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in **"Full Stack Development Track"** and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.

2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.

3. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.

4. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.
5. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree

qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.

6. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.

7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.

8. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.

9. You are required to provide full attention and complete your internship program successfully.

10. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.

11. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
12. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.

13. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

14. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.

15. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

P R Manikantan

Senior Director, Campus and Institutional Alliances

DECLARATION

I,_____, do hereby, on my own volition, free consent and free from any inducement or coercion, state that having complied with the prescribed formalities for being a part of the Internship program offered by CSS Corp Private Limited (hereinafter referred as "Company"), declare and affirm as under:

1. I understand that I have been offered with the internship program on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the internship program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which CSS Corp relied in good faith to admit me for the internship program, my admission to the internship program shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification and I undertake to refund CSS Corp whatever stipend was paid to me back to CSS Corp. I fully agree that I will not be considered for any certifications provided by CSS Corp.

2. I have passed my graduation (i.e., B.E /B. Tech etc.) or post-graduation in M. Tech/M.E with greater than or equal to 60% marks in my graduation/post-graduation.

3. I understand that during the internship I will receive a sum of Rs.10,000/- (Rupees Ten Thousand only) per month as stipend.

4. I understand that the duration of the internship program shall be three (3) months. The internship program would be held virtually (online mode).

5. I understand that a laptop (Minimum Configuration: Windows 64-bit OS, Intel i3 Processor, 4 GB RAM with Audio & Video capability) and uninterrupted Broadband Internet Connection with minimum 50 Mbps speed would be an essential requirement for the successful completion of the program, and I will arrange for it on my own at my cost and expenses.

6. I understand that I am expected to clear the mid and final assessment of the internship program and to meet all the set performance evaluation criteria as may be decided by CSS Corp from time to time, before I could be declared successful candidate from the internship program. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the internship program and no further attempt/ chance may be given to the undersigned nor I the undersigned will have the right to question the correctness of the

result declared by CSS Corp. As a logical corollary, I will not be considered for absorption/ employment by with CSS Corp.

8. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the internship program, I will be required to pay back the Stipend paid to me by CSS Corp, as applicable and I will not be considered for any certifications provided by CSS Corp.

9. I understand and agree that my internship program with CSS Corp shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances where the admission gets annulled, the Stipend paid to me will have to be refunded by me and I will not be considered for any certifications provided by CSS Corp.

10. I understand that CSS Corp may at its sole and absolute discretion offer me a position as an "Employee" in CSS Corp on successful completion of my Internship Program on a pay scale of an **annual CTC of INR 3.5 Lacs per annum or as CSS Corp may determine at that point of time**.

11. I understand on joining CSS Corp as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with CSS Corp.

12. I understand that on joining CSS Corp as an employee, I may be posted to any location within India, as per business requirements of CSS Corp. I further understand that the decision taken by CSS Corp in this regard would be final and binding on me.

14. I understand that CSS Corp functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of CSS Corp.

Name: Signature of the Candidate

Date:

Annexure Curriculum Outline

Full Stack Development

- Data Structure & Algorithms, Object-oriented programming concepts, Object-oriented analysis, and design (OOAD)
- Linux OS
- Core Java, J2EE
- RDBMS, NoSQL
- GIT Hub, DevOps (CI /CD)
- Agile, SDLC
- HTML, CSS, Java Script, JQuery, ES6, Angular, Nodejs, Reactjs

Definition of Terms

Virtual Internship – Candidates can pursue internship from their current location remotely and is not required to report the CSS Corp offices in Chennai or Hyderabad during this period.

Cloud Labs: Remote virtual labs with the required hardware & software infrastructure for hands on exposure. The access to this will be provided by CSS Corp.

Performance Evaluation Criteria:

- Attendance to be maintained => 90%
- Mid & Final Assessment Scores to be maintained =>70%

Undertaking

I, _____ Son/Daughter of _____residing at _____ _____ studying _____ degree in _____ _____College, am fully aware of the terms and conditions, and am willing to undertake this internship program at CSS Corp. I promise to display sincerity and commitment towards this internship program and will seek for a long-term career with your esteemed organization if I am offered employment.

Name: Signature of the Candidate

Date:

Name: Signature of the Parent

Date:

Gmail

D Venkata Ashok Reddy <ar438246@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "ar438246@gmail.com" <ar438246@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2830

Dear D Venkata Ashok Reddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail **Kovvuru Hemanth Sai Vardhan** <kovvuruhemanth11@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "kovvuruhemanth11@gmail.com" <kovvuruhemanth11@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2831

Dear Kovvuru Hemanth Sai Vardhan,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Iswarya Vasudevan <iswaryavasu13@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "iswaryavasu13@gmail.com" <iswaryavasu13@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2832

Dear Iswarya Vasudevan,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Daram Srinivasareddy <srinivasareddydaram25@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "srinivasareddydaram25@gmail.com" <srinivasareddydaram25@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2833

Dear Daram Srinivasareddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Mullapudi Devi Sri <devisrimullapudi1111@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "devisrimullapudi1111@gmail.com" <devisrimullapudi1111@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2834

Dear Mullapudi Devi Sri,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

P V S Naga Raja Rishi <rishipidugu007@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "rishipidugu007@gmail.com" <rishipidugu007@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2835

Dear P V S Naga Raja Rishi,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Kenguva Venkata Sai Nithin <nithinkenguva16@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "nithinkenguva16@gmail.com" <nithinkenguva16@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2836

Dear Kenguva Venkata Sai Nithin,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail **Badarala Kiran Kumar** <kirankumarbadarla@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "kirankumarbadarla@gmail.com" <kirankumarbadarla@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2837

Dear Badarala Kiran Kumar,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Syamala Krishna Reddy <krishnasyamala3@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "krishnasyamala3@gmail.com" <krishnasyamala3@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2838

Dear Syamala Krishna Reddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Shashidhar Reddy Kamatham
<shashidharreddykamatham287@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "shashidharreddykamatham287@gmail.com" <shashidharreddykamatham287@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2839

Dear Shashidhar Reddy Kamatham,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

G Mohnish Venkat <tsatyaprasad2000@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "tsatyaprasad2000@gmail.com" <tsatyaprasad2000@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2840

Dear G Mohnish Venkat,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Singireddy Tarun Babu <tarunsingireddy99@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "tarunsingireddy99@gmail.com" <tarunsingireddy99@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2841

Dear Singireddy Tarun Babu,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Naveen Galla <naveengalla1204@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "naveengalla1204@gmail.com" <naveengalla1204@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2842

Dear Naveen Galla,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Erukulla Saiganesh <esaigani333@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "esaigani333@gmail.com" <esaigani333@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2843

Dear Erukulla Saiganesh,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Chitrothi Omsai <omsai.chitrothi@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "omsai.chitrothi@gmail.com" <omsai.chitrothi@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2844

Dear Chitrothi Omsai,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Revanth Gourishetti <revanthgourishetti123@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "revanthgourishetti123@gmail.com" <revanthgourishetti123@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2845

Dear Revanth Gourishetti,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Tarlana Tarunkumar <lavatarun123@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "lavatarun123@gmail.com" <lavatarun123@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2846

Dear Tarlana Tarunkumar,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail **Shaik Faheem-Ul-Haq** <faheemulhaqshiak786@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "faheemulhaqshiak786@gmail.com" <faheemulhaqshiak786@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2847

Dear Shaik Faheem-Ul-Haq,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

C Sudheer Reddy <sudheer.python727252@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "sudheer.python727252@gmail.com" <sudheer.python727252@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2848

Dear C Sudheer Reddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Sowmya Kotyada <Sowmya.kotyada@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "Sowmya.kotyada@gmail.com" <Sowmya.kotyada@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2849

Dear Sowmya Kotyada,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Chava Akhil <akhilchava111@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "akhilchava111@gmail.com" <akhilchava111@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2850

Dear Chava Akhil,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Shaik Leelu Ahmed <leelu989@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "leelu989@gmail.com" <leelu989@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2851

Dear Shaik Leelu Ahmed,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Quamar Iqbal <syedquamariqbal@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "syedquamariqbal@gmail.com" <syedquamariqbal@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2852

Dear Quamar Iqbal,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail **Somisetti Naga Bhaskar** <nagabhaskar2000@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "nagabhaskar2000@gmail.com" <nagabhaskar2000@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2853

Dear Somisetti Naga Bhaskar,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

T Pavan Kalyan <tangillapavan@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "tangillapavan@gmail.com" <tangillapavan@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2854

Dear T Pavan Kalyan,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Srinivas Nara <srinivasnara007@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "srinivasnara007@gmail.com" <srinivasnara007@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2855

Dear Srinivas Nara,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Tota Sairam <thotasairam99@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "thotasairam99@gmail.com" <thotasairam99@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2856

Dear Tota Sairam,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Kunigiri Raghunath <kunigiriraghunath9493@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "kunigiriraghunath9493@gmail.com" <kunigiriraghunath9493@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2857

Dear Kunigiri Raghunath,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Vastavchandrakesh K <vastavchandrakesh@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "vastavchandrakesh@gmail.com" <vastavchandrakesh@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2858

Dear Vastavchandrakesh K,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Bharathi <gbharathi069@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "gbharathi069@gmail.com" <gbharathi069@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2859

Dear Bharathi,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Rohith Jetty <rohithjetty1999@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "rohithjetty1999@gmail.com" <rohithjetty1999@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2860

Dear Rohith Jetty,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

N Naveen <naveenrobbin100@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "naveenrobbin100@gmail.com" <naveenrobbin100@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2861

Dear N Naveen,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Gopi Krishna Nelluri <nelluris.gopi@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "nelluris.gopi@gmail.com" <nelluris.gopi@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2862

Dear Gopi Krishna Nelluri,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Nemali Raviteja <Tejagowd4445@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "Tejagowd4445@gmail.com" <Tejagowd4445@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2863

Dear Nemali Raviteja,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Bhagyaraju <bhagyarajupentakota@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "bhagyarajupentakota@gmail.com" <bhagyarajupentakota@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2864

Dear Bhagyaraju,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Sangana Vamsi Krishna Reddy
<Vamsikrishnareddysangana4512@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "Vamsikrishnareddysangana4512@gmail.com" <Vamsikrishnareddysangana4512@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2865

Dear Sangana Vamsi Krishna Reddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

N Sandeep <sandeep123naramsetti143@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "sandeep123naramsetti143@gmail.com" <sandeep123naramsetti143@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2866

Dear N Sandeep,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

K Chandrakanth <chandasmart143@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "chandasmart143@gmail.com" <chandasmart143@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2867

Dear K Chandrakanth,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

K Ajay Chakravarthi <ajaykatamreddi8524@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "ajaykatamreddi8524@gmail.com" <ajaykatamreddi8524@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2868

Dear K Ajay Chakravarthi,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Sathish Ravoori <Sathish77j@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "Sathish77j@gmail.com" <Sathish77j@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2869

Dear Sathish Ravoori,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Vudya Premsai <premsaivudya007@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "premsaivudya007@gmail.com" <premsaivudya007@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2870

Dear Vudya Premsai,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

P Dharanish Reddy <Pittamdharanish@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "Pittamdharanish@gmail.com" <Pittamdharanish@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2871

Dear P Dharanish Reddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

M Siva Kumar <sivakumarmoru@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "sivakumarmoru@gmail.com" <sivakumarmoru@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2872

Dear M Siva Kumar,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Ganham Venkateswara Rao
<venkateshgandham1434@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "venkateshgandham1434@gmail.com" <venkateshgandham1434@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2873

Dear Ganham Venkateswara Rao,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Dyaga Manichandra <dyagamanichandra3678@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "dyagamanichandra3678@gmail.com" <dyagamanichandra3678@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2874

Dear Dyaga Manichandra,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Talapaneni Venkata Sai <venkatsai5915@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "venkatsai5915@gmail.com" <venkatsai5915@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2875

Dear Talapaneni Venkata Sai,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Peddi Gnana Surya <peddignanasurya@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "peddignanasurya@gmail.com" <peddignanasurya@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2876

Dear Peddi Gnana Surya,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Rajesh Kurma <kurmanarajesh5@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "kurmanarajesh5@gmail.com" <kurmanarajesh5@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2877

Dear Rajesh Kurma,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Bavu Sandeep <bavusandeep733@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "bavusandeep733@gmail.com" <bavusandeep733@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2878

Dear Bavu Sandeep,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Sriram P <srirampandu2000@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "srirampandu2000@gmail.com" <srirampandu2000@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2879

Dear Sriram P,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Chamarthi sahil <sahilraju2001@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "sahilraju2001@gmail.com" <sahilraju2001@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2880

Dear Chamarthi sahil,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Sriram Reddy Punyala <sriramreddypunyala143@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "sriramreddypunyala143@gmail.com" <sriramreddypunyala143@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2881

Dear Sriram Reddy Punyala,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Ch Sri Maniteja <sreemanitejateja@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "sreemanitejateja@gmail.com" <sreemanitejateja@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2882

Dear Ch Sri Maniteja,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

M Shivang Rao <shivangrao12@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "shivangrao12@gmail.com" <shivangrao12@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2883

Dear M Shivang Rao,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Pujari Abhilash <abhilashavidan@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "abhilashavidan@gmail.com" <abhilashavidan@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2884

Dear Pujari Abhilash,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

M Saikrishna <kushlusaikrishna@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "kushlusaikrishna@gmail.com" <kushlusaikrishna@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2885

Dear M Saikrishna,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Shahid Ahmed <sahid.ahmed.nhk@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "sahid.ahmed.nhk@gmail.com" <sahid.ahmed.nhk@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2886

Dear Shahid Ahmed,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Immadi Hareesh <immadiharish2742@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "immadiharish2742@gmail.com" <immadiharish2742@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2887

Dear Immadi Hareesh,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Shyam Guttikonda <shyamguttikonda123@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "shyamguttikonda123@gmail.com" <shyamguttikonda123@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2888

Dear Shyam Guttikonda,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

M Lavanyalalitha <lalithamadala999@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "lalithamadala999@gmail.com" <lalithamadala999@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2889

Dear M Lavanyalalitha,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Allriches Velpula <allrichesvelpula@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "allrichesvelpula@gmail.com" <allrichesvelpula@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2890

Dear Allriches Velpula,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Sakhamuri Narendra Prasad
<narendrachowdary102@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "narendrachowdary102@gmail.com" <narendrachowdary102@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2891

Dear Sakhamuri Narendra Prasad,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Mahesh Babu N <maheshbabun944@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "maheshbabun944@gmail.com" <maheshbabun944@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2892

Dear Mahesh Babu N,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Tadepalli Balavenkat <balavenkat012@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "balavenkat012@gmail.com" <balavenkat012@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2893

Dear Tadepalli Balavenkat,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Nithin Dasu Pullagura <nithindas1272599@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "nithindas1272599@gmail.com" <nithindas1272599@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2894

Dear Nithin Dasu Pullagura,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Bhanu Prasad <bhanuprasadjeedi212@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "bhanuprasadjeedi212@gmail.com" <bhanuprasadjeedi212@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2895

Dear Bhanu Prasad,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Lodi Muhammad Adnan Khan <adnankhan98652@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "adnankhan98652@gmail.com" <adnankhan98652@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2896

Dear Lodi Muhammad Adnan Khan,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail **Roshan Parmanand Mishra** <roshan21parmanand@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "roshan21parmanand@gmail.com" <roshan21parmanand@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2897

Dear Roshan Parmanand Mishra,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

P Divagar <divsang76@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "divsang76@gmail.com" <divsang76@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2898

Dear P Divagar,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Kiran Kumar <beeravallikiran3@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "beeravallikiran3@gmail.com" <beeravallikiran3@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2899

Dear Kiran Kumar,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

G Veera Ravi <veeraraviguduri666@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "veeraraviguduri666@gmail.com" <veeraraviguduri666@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2900

Dear G Veera Ravi,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Ranadeep M <ranadeepjakku970@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "ranadeepjakku970@gmail.com" <ranadeepjakku970@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2901

Dear Ranadeep M,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Allari Sai Kumar <saik38984@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "saik38984@gmail.com" <saik38984@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2902

Dear Allari Sai Kumar,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Ravindra Nath M <maddiboinaravindranath33@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "maddiboinaravindranath33@gmail.com" <maddiboinaravindranath33@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2903

Dear Ravindra Nath M,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Kvv Subrahmanyam <ksubrahmanyam3114@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "ksubrahmanyam3114@gmail.com" <ksubrahmanyam3114@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2904

Dear Kvv Subrahmanyam,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Sai Gopal Anapu <saigopal243@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "saigopal243@gmail.com" <saigopal243@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2905

Dear Sai Gopal Anapu,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

N Vijaya Sai <nukala773@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "nukala773@gmail.com" <nukala773@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2906

Dear N Vijaya Sai,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Bolleni Sai Teja <saitejabolleni295@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "saitejabolleni295@gmail.com" <saitejabolleni295@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2907

Dear Bolleni Sai Teja,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Ramuni Sreenivasulu <ramunisreenu@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "ramunisreenu@gmail.com" <ramunisreenu@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2908

Dear Ramuni Sreenivasulu,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Jithendranadh Reddy <jnr7449@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "jnr7449@gmail.com" <jnr7449@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2909

Dear Jithendranadh Reddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Karri Rahul <rahulrahul281299@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "rahulrahul281299@gmail.com" <rahulrahul281299@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2910

Dear Karri Rahul,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Yelleti Meghana <prasunna.ch2001@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "prasunna.ch2001@gmail.com" <prasunna.ch2001@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2911

Dear Yelleti Meghana,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

S Manasa <manasasurapareddy@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "manasasurapareddy@gmail.com" <manasasurapareddy@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2912

Dear S Manasa,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Srinivas Reddy Nalla <srinivasredde.1799@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "srinivasredde.1799@gmail.com" <srinivasredde.1799@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2913

Dear Srinivas Reddy Nalla,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Rahul Oruganti <rahuloruganti1@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "rahuloruganti1@gmail.com" <rahuloruganti1@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2914

Dear Rahul Oruganti,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Dhulipalla Venkata Siva Laxman Rao
<lakshman.dhulipalla@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "lakshman.dhulipalla@gmail.com" <lakshman.dhulipalla@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2915

Dear Dhulipalla Venkata Siva Laxman Rao,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Yenugu Bala Kishore Reddy <balubalakishor143@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "balubalakishor143@gmail.com" <balubalakishor143@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2916

Dear Yenugu Bala Kishore Reddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Manoj <manojnallapuneni547@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "manojnallapuneni547@gmail.com" <manojnallapuneni547@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2917

Dear Manoj,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Dheekshithaa <blue13black@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "blue13black@gmail.com" <blue13black@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2918

Dear Dheekshithaa,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Vishwanath J <jaivishwanath2000@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "jaivishwanath2000@gmail.com" <jaivishwanath2000@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2919

Dear Vishwanath J,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Dorothy Lalrammawii <dorothy.ralte.dr@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "dorothy.ralte.dr@gmail.com" <dorothy.ralte.dr@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2920

Dear Dorothy Lalrammawii,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Potla Rambabu <rambabuchowdary146@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "rambabuchowdary146@gmail.com" <rambabuchowdary146@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2921

Dear Potla Rambabu,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail **Aditya Chowdary Dacharla** <adityachowdaryd@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "adityachowdaryd@gmail.com" <adityachowdaryd@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2922

Dear Aditya Chowdary Dacharla,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Konanki Vijay <vijaychowdary9689@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "vijaychowdary9689@gmail.com" <vijaychowdary9689@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2923

Dear Konanki Vijay,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Datla Ramalinga Reddy <ramalingareddy1505@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "ramalingareddy1505@gmail.com" <ramalingareddy1505@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2924

Dear Datla Ramalinga Reddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Murali Kilari <kilarimurali555@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "kilarimurali555@gmail.com" <kilarimurali555@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2925

Dear Murali Kilari,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Repaka Ushasri <Ushasrir06@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "Ushasrir06@gmail.com" <Ushasrir06@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2926

Dear Repaka Ushasri,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Y Satyanarayana <satyayaramati60@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "satyayaramati60@gmail.com" <satyayaramati60@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2927

Dear Y Satyanarayana,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Sriya Padarthi <sreyapadarthi2001@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "sreyapadarthi2001@gmail.com" <sreyapadarthi2001@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2928

Dear Sriya Padarthi,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Suraj Kumar Padhi <surajpadhi4546@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "surajpadhi4546@gmail.com" <surajpadhi4546@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2929

Dear Suraj Kumar Padhi,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Vegesina Pavan Kalyan Varma
<vegesanapavankalyanvarma@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "vegesanapavankalyanvarma@gmail.com" <vegesanapavankalyanvarma@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2930

Dear Vegesina Pavan Kalyan Varma,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Chava Siva Pavan Kumar <sivapavanchowdary222@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "sivapavanchowdary222@gmail.com" <sivapavanchowdary222@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2931

Dear Chava Siva Pavan Kumar,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Patan Shabber Khan <shabberkhan1416@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "shabberkhan1416@gmail.com" <shabberkhan1416@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2932

Dear Patan Shabber Khan,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail **Chintha Nithish Kumar** <chinthanithishkumar20@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "chinthanithishkumar20@gmail.com" <chinthanithishkumar20@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2933

Dear Chintha Nithish Kumar,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Pavan Kalyan <borrapavankalyangoud0707@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "borrapavankalyangoud0707@gmail.com" <borrapavankalyangoud0707@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2934

Dear Pavan Kalyan,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail **Kanuboina Lokesh Kumar** <lokeshkumarkanuboina@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "lokeshkumarkanuboina@gmail.com" <lokeshkumarkanuboina@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2935

Dear Kanuboina Lokesh Kumar,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Marpu Akhila <akhilamarpu2000@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "akhilamarpu2000@gmail.com" <akhilamarpu2000@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2936

Dear Marpu Akhila,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail **Chunduru Ramakrishna** <chunduri.ramakrishna22@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "chunduri.ramakrishna22@gmail.com" <chunduri.ramakrishna22@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2937

Dear Chunduru Ramakrishna,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Geethika Dindu <petriciageethika910@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "petriciageethika910@gmail.com" <petriciageethika910@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2938

Dear Geethika Dindu,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

M Harish <molakaharish630@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "molakaharish630@gmail.com" <molakaharish630@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2939

Dear M Harish,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail **Jonnalagadda Nagaraju** <nagaraju.jonnalagadda3@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "nagaraju.jonnalagadda3@gmail.com" <nagaraju.jonnalagadda3@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2940

Dear Jonnalagadda Nagaraju,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Upputuri Suresh <sureshupputuri969@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "sureshupputuri969@gmail.com" <sureshupputuri969@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2941

Dear Upputuri Suresh,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Kondeti Bhavadeesh Naidu
<bhavadeeshchowdary34@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "bhavadeeshchowdary34@gmail.com" <bhavadeeshchowdary34@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2942

Dear Kondeti Bhavadeesh Naidu,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Chilaka Valmiki <nagavalmiki8531@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "nagavalmiki8531@gmail.com" <nagavalmiki8531@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2943

Dear Chilaka Valmiki,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Madineni Sowmya <msowmya11999@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "msowmya11999@gmail.com" <msowmya11999@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2944

Dear Madineni Sowmya,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Neerukattu Mahesh Sai <maheshneerukattu106@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "maheshneerukattu106@gmail.com" <maheshneerukattu106@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2945

Dear Neerukattu Mahesh Sai,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

K Chandra Mouli <cmouli859@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "cmouli859@gmail.com" <cmouli859@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2946

Dear K Chandra Mouli,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Jaldi Sagar Babu <sagarjaldi23@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "sagarjaldi23@gmail.com" <sagarjaldi23@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2947

Dear Jaldi Sagar Babu,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Dasari Sri Satya Sai Tejaswin
<dasari.ashwinteja2001@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "dasari.ashwinteja2001@gmail.com" <dasari.ashwinteja2001@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2948

Dear Dasari Sri Satya Sai Tejaswin,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

K Nanaji <nanaji915634346019@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "nanaji915634346019@gmail.com" <nanaji915634346019@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2949

Dear K Nanaji,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Chennu Vignesh <Vigneshgowd77@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "Vigneshgowd77@gmail.com" <Vigneshgowd77@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2950

Dear Chennu Vignesh,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Kurangi Ashok <ashokkurangi@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "ashokkurangi@gmail.com" <ashokkurangi@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2951

Dear Kurangi Ashok,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Yogesh Muthineni <yogeshmuthineni@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "yogeshmuthineni@gmail.com" <yogeshmuthineni@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2952

Dear Yogesh Muthineni,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail **Kilari Venkata Haribbabu** <hari1999venkata@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "hari1999venkata@gmail.com" <hari1999venkata@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2953

Dear Kilari Venkata Haribbabu,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

L Samarasimhareddy <samara1285802@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "samara1285802@gmail.com" <samara1285802@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2954

Dear L Samarasimhareddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

B Hemanth Kumar Reddy <hemanthkumarreddy22@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "hemanthkumarreddy22@gmail.com" <hemanthkumarreddy22@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2955

Dear B Hemanth Kumar Reddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Chelluboina Ram Prakash <ifmysoulspeaks@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "ifmysoulspeaks@gmail.com" <ifmysoulspeaks@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2956

Dear Chelluboina Ram Prakash,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Pedamarla Raja Gopal Reddy <rajgopalr339@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "rajgopalr339@gmail.com" <rajgopalr339@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2957

Dear Pedamarla Raja Gopal Reddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Sagili Tejeswar Reddy <sagilitejeswarreddy@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "sagilitejeswarreddy@gmail.com" <sagilitejeswarreddy@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2958

Dear Sagili Tejeswar Reddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail **Srikanth Reddy Devireddy** <dsreddy1729@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "dsreddy1729@gmail.com" <dsreddy1729@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2959

Dear Srikanth Reddy Devireddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Setti Mahesh <MAHESH.SETTI666@GMAIL.COM>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "MAHESH.SETTI666@GMAIL.COM" <MAHESH.SETTI666@GMAIL.COM>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2960

Dear Setti Mahesh,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

K Govindaiah <kurragovind532@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "kurragovind532@gmail.com" <kurragovind532@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2961

Dear K Govindaiah,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Allika Venugopal <allikavenugopal@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "allikavenugopal@gmail.com" <allikavenugopal@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2962

Dear Allika Venugopal,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail **Roja Borugala123@Gmail Con** <rojaborugala123@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "rojaborugala123@gmail.com" <rojaborugala123@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2963

Dear Roja Borugala123@Gmail Con,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Ramala Naveen Babu <naveenramala90217@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "naveenramala90217@gmail.com" <naveenramala90217@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2964

Dear Ramala Naveen Babu,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Damacharla Pavankrishna <pavandamacharla20@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "pavandamacharla20@gmail.com" <pavandamacharla20@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2965

Dear Damacharla Pavankrishna,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Shaik Nasiruddin <shaiknasri786@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "shaiknasri786@gmail.com" <shaiknasri786@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2966

Dear Shaik Nasiruddin,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Madhireddy Naga Anvesh
<madhireddynagaanvesh2000@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "madhireddynagaanvesh2000@gmail.com" <madhireddynagaanvesh2000@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2967

Dear Madhireddy Naga Anvesh,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Bommareddy Saiprasad Reddy
<bommareddy.saiprasadreddy1912@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "bommareddy.saiprasadreddy1912@gmail.com" <bommareddy.saiprasadreddy1912@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2968

Dear Bommareddy Saiprasad Reddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Yerukala Pavan Sai <pavansaiyerukala@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "pavansaiyerukala@gmail.com" <pavansaiyerukala@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2969

Dear Yerukala Pavan Sai,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Pemmasani Harikrishna
<harikrishnapemmasani9963@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "harikrishnapemmasani9963@gmail.com" <harikrishnapemmasani9963@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2970

Dear Pemmasani Harikrishna,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Ch Ruthvik Reddy <ruthvikreddychada@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "ruthvikreddychada@gmail.com" <ruthvikreddychada@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2971

Dear Ch Ruthvik Reddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail **Nimmagadla Sravanth Sri Raja** <nssraja9999@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "nssraja9999@gmail.com" <nssraja9999@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2972

Dear Nimmagadla Sravanth Sri Raja,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Bindhu Sagar Reddy <bindhusagar985@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "bindhusagar985@gmail.com" <bindhusagar985@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2973

Dear Bindhu Sagar Reddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Jothish V <jothishaj075@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "jothishaj075@gmail.com" <jothishaj075@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2974

Dear Jothish V,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Golla Aravind <aravindyadav1113@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "aravindyadav1113@gmail.com" <aravindyadav1113@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2975

Dear Golla Aravind,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Jonnalagadda Anupam <naninoyal55@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "naninoyal55@gmail.com" <naninoyal55@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2976

Dear Jonnalagadda Anupam,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

S Naveen Kumar <naveenneymar02@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "naveenneymar02@gmail.com" <naveenneymar02@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2977

Dear S Naveen Kumar,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

S Hemanth Reddy <shemanthreddy68877@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "shemanthreddy68877@gmail.com" <shemanthreddy68877@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2978

Dear S Hemanth Reddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Syed Fairose <syedfaaris3@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "syedfaaris3@gmail.com" <syedfaaris3@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2979

Dear Syed Fairose,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

E Naveen Raj <naveenrajelangovan019@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "naveenrajelangovan019@gmail.com" <naveenrajelangovan019@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2980

Dear E Naveen Raj,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

B Pavan Kumar Reddy <pavan28b@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "pavan28b@gmail.com" <pavan28b@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2981

Dear B Pavan Kumar Reddy,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Thotla Vamshi <thotlavamshi12@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "thotlavamshi12@gmail.com" <thotlavamshi12@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2982

Dear Thotla Vamshi,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail **Rayudu Naveen Kumar** <naveenrayudu699@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "naveenrayudu699@gmail.com" <naveenrayudu699@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2983

Dear Rayudu Naveen Kumar,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

K Sandhiya <sandhiyakalaimani10@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "sandhiyakalaimani10@gmail.com" <sandhiyakalaimani10@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2984

Dear K Sandhiya,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Kakarla Edukondalu <Kakarlasevenhills123@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "Kakarlasevenhills123@gmail.com" <Kakarlasevenhills123@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2985

Dear Kakarla Edukondalu,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Pulkit Baraskar <baraskarpulkit3120@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "baraskarpulkit3120@gmail.com" <baraskarpulkit3120@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2986

Dear Pulkit Baraskar,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

MEYYIEPPAN G <meyyieppan3110@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "meyyieppan3110@gmail.com" <meyyieppan3110@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2987

Dear MEYYIEPPAN G,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

SWAMINATHAN S <swamisankar2000@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "swamisankar2000@gmail.com" <swamisankar2000@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2988

Dear SWAMINATHAN S,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

VIGNESH.K <vickyhelan013@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "vickyhelan013@gmail.com" <vickyhelan013@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2989

Dear VIGNESH.K,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Elango c <elango123756797@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "elango123756797@gmail.com" <elango123756797@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2990

Dear Elango c,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

Daniel N <danielnainar1300@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "danielnainar1300@gmail.com" <danielnainar1300@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2991

Dear Daniel N,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

Gmail

SARAVANAN S <saravanasm9@gmail.com>

Mphasis_Letter of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com> Fri, Nov 12, 2021 at 4:59 PM
To: "saravanasm9@gmail.com" <saravanasm9@gmail.com>
Cc: "drplacement@bharathuniv.ac.in" <drplacement@bharathuniv.ac.in>

Ref.No- MPHTH_CC2022-2992

Dear SARAVANAN S,

College Name: **Bharath Institute of Higher Education and Research.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2022 passing out candidates anytime between June 1, 2022 to April 30, 2023. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

HEXAWARE

Letter of Intent

March 17, 2022
Siva Dharmasana
Bharath Institute of Higher Education and Research, Chennai

Dear Siva Dharmasana,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

D. Siva Prasad

Monica Mathur
Vice President, Recruitment-India & APAC

Offer Letter and Terms of Employment
Date: 13.12.2021

Dear **Varthya Saicharan**,

At the outset, we would like to extend our sincere thanks for exploring career opportunities with KPIT. Further to our discussions, we are delighted to extend you an offer of employment.

This offer is based on your profile, relevant work experience and performance in the selection process.

- Role: **Trainee**
- Designation: **Trainee**
- Grade: **A**

Your Total Target Compensation including all benefits will be Rs. 4,00,000/- (Four Lakh) per annum;
upon Successful Completion of KPIT Elective (If Applicable).

You shall be governed by the terms and conditions of service during your employment with KPIT as per existing policies and those that may be amended from time to time.

Kindly confirm your acceptance through the system generated email within 7 days from the date of this offer beyond which this offer is considered null and void. Your offer is subject to following clauses:

a. You are required to go through our Flagship Foundation Level Training program - 'Genesis', led by the Education and Competency Development (ECoDe) Team of KPIT. As Genesis program is designed to run online, it can be self- paced and attended along with your current curriculum.
b. Your performance on this program would be assessed and tracked in the form of a Merit- List.
c. The Genesis program would be followed by an Internship Program (online/offline or hybrid) for a stipulated duration, mapped to specific KPIT Delivery Verticals (Departments). Your commencement of internship in these verticals at KPIT would be determined basis the Merit- list and your overall academic obligations at the time. Additionally, your performance during the Internship period would decide the onboarding date for live vertical- specific projects at KPIT. Onboarding to live projects would commence only on completion of the final examinations.
d. The selection and joining decision at KPIT will stand cancelled in the event of failure in the pen- ultimate / final semester BE Examinations or alternatively if the performance in Genesis program and Internship engagement is sub- par.

Remuneration during Genesis and Internship Programs:

- Stipend / salary is not applicable during the Genesis training program. Stipend will be paid out for the Internship duration only on successful clearing of the Genesis training modules and completion of the Internship engagement.
- Monthly salary would commence once allocated to live projects, at the end of the respective month.

You will be eligible for Gratuity, Mediclaim and Group Personal Accident Insurance benefits as per the company policy. The duly signed appointment letter will be issued to you on the first day of your joining at KPIT only upon submitting your valid testimonials and related joining formalities.

A new assignment, work place and colleagues, await you to jump start to achieve the company's vision of building a global Mobility Organization. Work life at KPIT is all about mobility, enabling our customers by accelerating implementation of next generation mobility technologies. We value fun as an integral part of our culture.

For: KPIT Technologies Limited

Rahul Uplap
Associate Vice President
Global Head - Education & Competency Development (ECoDe)

OTHER BENEFITS

Annual Leave

- You will be eligible for Annual Leave as per the Employer's Leave Policy, the policy however can be modified time to time at Employer's discretion. You can refer to the Leave Policy on the "myWorld", KPIT's internal portal

Holidays

- You are entitled to Public Holidays applicable at India every year at the regular rate of pay. If placed at a customer site, you must follow holidays observed by customer.

Benefits Coverage

- Group Medical Insurance cover of **INR 6,00,000.00/-**
- Group Term Life Insurance cover of **INR 10,05,000.00/-**
- Group Personal Accident Insurance cover of **INR 20,00,000/-**

* The above Plan however can be modified on yearly basis at Employer's discretion

Annual Health Checkup

- You and your family (Spouse, Parents and Parents in law) will be eligible for the KPIT Annual Health Checkup organized every year.

* The above Plan however can be modified on yearly basis at Employer's discretion

Terms of Employment -

Bond

- You will also be required to sign a bond of 2 years on the date of joining the Company (For some additional technology trainings, there will be a separate additional bond). In the event of breaching the bond, there will be a penalty of INR 2,00,000 payable to the company in lieu of training costs. The detailed terms and conditions are given in the agreement. You acknowledge that you are willing to sign the bond at the time of joining.

Compensation Structure

- The structure of the compensation package offered to you will be as per the prevailing Company policy at the time of your joining.

Conditional Offer:

- The Offer is valid subject to:
  a. Passing of KPIT PACE Assessment (if applicable) Your
- joining in the organization is subject to:
  a. Completion of degree in stipulated time frame, without keeping any terms/backlog and is eligible for award of degree certificate by the respective University.
  b. Submission of all the relevant academic certificates / mark sheets.
  c. In case at the time of joining the Company OR within a time specified by the Company, the candidate is not able to produce the above documents, the Offer / employment will be terminated with immediate effect.

PACE & EkWip Program

- **PACE** (Program for Academic Collaboration and Engagement) is a KPIT flagship program, which provides foundation knowledge on the Automotive Technologies. The KPIT created courses are delivered to students while they are in the Institution for their degree program. It is recommended that Students can opt to undergo this program at their own choice to make themselves Industry ready.
- **EkWip** program is a KPIT program that engages the candidates who have been offered KPIT placement to make them KPIT ready even before they join us. This is a mandatory intense online program that is administered through digital technologies.
- Its mandatory for all the candidates who receive an offer from KPIT to complete the **PACE and EkWip** programs which includes assessments. The assessment scores will determine the on- boarding process. Course
- Contents, Subject Matter Expertâ€™s connects and assessments would be hosted through digital platforms.
- Course launch dates and duration will be communicated later, by the campus team.

Joining Date and Location

- Will be announced later by Campus team. Joining date and location depends on business need, batch planning and your PACE assessment score. On- boarding date is spread across the financial year.

Working Hours

- Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

Mobility

- KPIT reserves the right to transfer / utilize your services at any of its offices, work sites, or outside India, on the terms and conditions as applicable to you at the time of transfer.

Salary Review, Increments and Promotions

- Your performance and contribution to the company will be an important consideration for salary Review, increments and promotions
- You will be considered for salary review and promotions as per the company's policies effective from time to time.

Alternative Employment

- As a full- time employee of KPIT, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of KPIT

Confidentiality Agreement

- As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of KPIT and its clients

Overseas Agreement / International Assignment Agreement

- If you are on international assignment, you will be covered by the KPIT International Assignment policy from the date of deputation, accordingly, you will be required to sign the applicable Overseas Deputation / International Assignment Agreement(s).
- In case of every international assignment that exceeds 30 days, you will be required to serve notice period KPIT as per the policy. This is to ensure that the knowledge and information gained by you during your assignment is shared and available to KPIT and its associates. This transfer of knowledge and information is essential for KPIT to continue to serve its clients and customers better
- If you are deputed internationally for training, you will be required to sign an agreement to serve KPIT for a minimum period of 12 months on completion of training

KPIT Code of Conduct

- You are required to sign the KPITs Code of Conduct and follow the same in your day to day conduct as an employee of KPIT

Notice Period

- During your employment with KPIT, either you or KPIT can terminate the appointment by giving 90 calendar day's written notice or 3 month's basic salary in lieu of the notice.
- The Company reserves the right to release the employee prior to the notice period taking into consideration business needs and work exigencies and the Company will not be liable to make any payment to the employee in lieu of the notice period. If you are covered under Deputation Agreement / International Assignment Agreement, either you or KPIT can terminate the appointment by giving 90 calendar day's written notice as set out in the Separation Policy of KPIT
- KPIT reserves the right, if it is in the interest of the business and current assignment, to ask you to complete your notice period or decide whether your existing earned vacation or basic salary in lieu of notice period may be adjusted against the entire or partial notice period.
- In case you decide to end your employment with the Company or the Company terminates your services for any reason before you complete one year of employment with the Company,
- The company retains the right to recover from you any expenses incurred by it about your recruitment including, but not limited to, fees paid to consultant, joining benefits paid to you (if any), etc. and
- The company retains the right to recover from you any expenses incurred by it for processing any visa/ work permit for you and/or any of your family members.
- The Company also reserves the right to recover the period costs of any specific expenditure incurred, either on processing a visa/ work permit or for any specific training given for an assignment and where you are unable, for any reason, to fulfil your part of the obligation, either to travel or to complete the assignment.

Retirement

- You will retire from the services of the Company on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

Employment in India

- In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and or any other permissions and / or documentation as prescribed by the Government of India for permanent employment with KPIT. Keeping your permit / permission up to date during the course of employment with KPIT and submitting a valid copy of that to KPIT is your responsibility

Letter of Appointment

- You will be issued a letter of appointment at the time of your joining and completing joining formalities as per KPITs policy

Terms and Conditions

- The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment

Rules and Regulations of the Company

- Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of KPIT as applicable to you and the changes therein from time to time.

Compliance to all clauses

- You will be required to fulfill all the terms and conditions mentioned in this letter of offer. Any failure to fulfill any term and / or condition would entitle KPIT in withdrawing this offer letter at its sole discretion.

Validity:

- This offer is valid for a period of 7 days from the date of issue. Also, the company has made the offer of employment on the basis of the bonafide statements and facts provided by you. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you which also includes termination of employment.
- In case you decide to end your employment with the Company or the Company terminates your services for any reason before you complete one year of employment with the Company,
- the company retains the right to recover from you any expenses incurred by it in connection with your recruitment including, but not limited to, fees paid to consultant, joining benefits paid to you (if any), etc. and
- the company retains the right to recover from you any expenses incurred by it for processing any visa/ work permit for you and/or any of your family members

Arbitration

- Any dispute concerning the subject matter of the present appointment letter or Confidentiality & IPR Assignment Undertaking or the breach, termination or validity thereof which shall include but not limited to issue as to the interpretation, operation, or effect of any clause contained in it or any other difference arising (a 'Dispute') shall be first attempted to be settled mutually, failing in which, the dispute shall be referred to the sole arbitrator to be appointed mutually.
- In case the Arbitrator is not appointed mutually, the dispute shall be referred to the arbitrator thatÂ shall be appointed by the High Court of Judicature of Bombay on an application in that behalf by either of the party as per the provisions of the Arbitration and Conciliation Act 1996.
- The place of arbitration shall be city of Pune, Maharashtra. The language of proceedings shall be English. The dispute shall be subject to and governed by the laws prevalent in India. However, in case of any difference on provisions of law in Stale Law and Central Law on a particular subject, state laws applicable in state of Maharashtra shall prevail.

Culture at KPIT:

- KPIT has open door policy which makes the work culture transparent and easy to approach
- It always gives opportunities and challenges beyond your current role to prove yourself and achieve greater heights
- KPIT has an open culture, a great work environment, and offers a sense of belonging to employees, which is conducive to future growth.
- KPIT is the perfect place for someone looking for a challenging, fast growing environment with opportunities to take on bigger responsibilities and learn cross functional skills
- With a relatively flat organizational structure, KPIT encourages innovative thinking and gives everyone a sound hearing, regardless of the seniority of the individual.
- Channelization of raw energy and execution of good ideas is brought in by young employees like you. KPIT gives
- you a platform for new ideas and a lot of innovation is fostered here.
- Gives you an opportunity to discuss ideas with the senior management and be enabled to execute them, at a relatively early stage of your career.

The Dhoom Club:

- Where passion comes alive, where a world of awesomeness, away from the drudgeries of mundane work awaits you, where we take fun seriously! Dhoom caters to a wide variety of interests - **sports, music, photography, art, theatre, treks.** Â Get ready to showcase your talent even at Work!

Corporate Social Responsibility (CSR):

- Community Contribution is one of the seven core values at KPIT. It has a significant mention in our mission and vision to reflect our commitment towards it.
- Few of our CSR Initiatives:
    - Chhote Scientists
    - Water Conservation through mass volunteering
    - Reforestation Program
    - Meet the Social Legends

Document submission

1. You are required to submit your documents in Talent Ojo before 2 weeks of your joining date, for which you would receive an email from us.
2. Along with document submission, you are also requested to update your personal information and verify the Non-Disclosure Agreement before uploading your signature.
3. National Apprenticeship Training Scheme (NATS) Enrollment (mandatory) You
    - must register on NATS portal to enroll yourself in apprentice.
    - It is compulsory for fresher to register on NATS, please consider doing this on priority before joining. You
    - need to get your 16 digits NATS enrollment number on day of joining.
    - Below is the link: https://mhrdnats.gov.in/boat/contracts/getAllContracts.action

Neel Metals products. Ltd
Plot No : 1&6 TVS Industrial Estate,
Haritha, Hosur – 635109
CIN No: U60100DL1997PLC086432
E MAIL : nmpl.tvs@jbmgroup.com
Tel No: 4344-27756, 275478, 276318
Fax : +91 – 4344-277785

Ref: NMPL-TVS/APTR-2022-1951 Date: 23rd March, 2022

Dear Jothiprasad Vb,
Bharath Institute of Higher Education and Research
Chennai.

Sub: Offer Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organisation, we are pleased to accept your request and induct you as Graduate Engineer Trainee**.** Further to the terms and conditions specified in the Training bond issued on **Date of joining** also please note the following**.**

1. Training period will be for twelve calendar month, which include on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon which is **2.68 LPA**
3. Your engagement is effective from 08-06-2022 you will be entitled for the benefits/ privilege like weekly off, leaves & festival holidays as applicable to other regular employee, but your status will remain as Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training periodYou will be required to give one week notice as well the sum assured.
5. You will be confirmed as permanent employee of the organization after you complete the training period of 1 year.

A copy or the **Code of conduct for employees** is enclosed herewith which you are expected to follow in letter and spirit.

For **Neel Metal Products Limited**

Authorized Signatory

NEEL METAL PRODUCTS LTD,
Plot No. 1, 2, 5 & 6, TVS Industrial Estate,
Harita, HOSUR - 635 109.

Neel Metals products. Ltd
Plot No : 1&6 TVS Industrial Estate,
Haritha, Hosur – 635109
CIN No: U60100DL1997PLC086432
E MAIL : nmpl.tvs@jbmgroup.com
Tel No: 4344-27756, 275478, 276318
Fax : +91 – 4344-277785

Ref: NMPL-TVS/APTR-2022-1952 Date: 23rd March, 2022

Dear Sureshkumar M,
Bharath Institute of Higher Education and Research
Chennai.

Sub: Offer Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organisation, we are pleased to accept your request and induct you as Graduate Engineer Trainee**.** Further to the terms and conditions specified in the Training bond issued on **Date of joining** also please note the following**.**

1. Training period will be for twelve calendar month, which include on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon which is **2.68 LPA**
3. Your engagement is effective from 08-06-2022 you will be entitled for the benefits/ privilege like weekly off, leaves & festival holidays as applicable to other regular employee, but your status will remain as Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training periodYou will be required to give one week notice as well the sum assured.
5. You will be confirmed as permanent employee of the organization after you complete the training period of 1 year.

A copy or the **Code of conduct for employees** is enclosed herewith which you are expected to follow in letter and spirit.

For **Neel Metal Products Limited**

Authorized Signatory

NEEL METAL PRODUCTS LTD,
Plot No. 1, 2, 5 & 6, TVS Industrial Estate,
Harita, HOSUR - 635 109.

Neel Metals products. Ltd
Plot No : 1&6 TVS Industrial Estate,
Haritha, Hosur – 635109
CIN No: U60100DL1997PLC086432
E MAIL : nmpl.tvs@jbmgroup.com
Tel No: 4344-27756, 275478, 276318
Fax : +91 – 4344-277785

Ref: NMPL-TVS/APTR-2022-1953 Date: 23rd March, 2022

Dear Poovarasan D,
Bharath Institute of Higher Education and Research
Chennai.

Sub: Offer Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organisation, we are pleased to accept your request and induct you as Graduate Engineer Trainee**.** Further to the terms and conditions specified in the Training bond issued on **Date of joining** also please note the following**.**

1. Training period will be for twelve calendar month, which include on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon which is **2.68 LPA**
3. Your engagement is effective from 08-06-2022 you will be entitled for the benefits/ privilege like weekly off, leaves & festival holidays as applicable to other regular employee, but your status will remain as Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training periodYou will be required to give one week notice as well the sum assured.
5. You will be confirmed as permanent employee of the organization after you complete the training period of 1 year.

A copy or the **Code of conduct for employees** is enclosed herewith which you are expected to follow in letter and spirit.

For **Neel Metal Products Limited**

Authorized Signatory

NEEL METAL PRODUCTS LTD,
Plot No. 1, 2, 5 & 6, TVS Industrial Estate,
Harita, HOSUR - 635 109.

Neel Metals products. Ltd
Plot No : 1&6 TVS Industrial Estate,
Haritha, Hosur – 635109
CIN No: U60100DL1997PLC086432
E MAIL : nmpl.tvs@jbmgroup.com
Tel No: 4344-27756, 275478, 276318
Fax : +91 – 4344-277785

Ref: NMPL-TVS/APTR-2022-1954 Date: 23rd March, 2022

Dear Tamilarasan E,
Bharath Institute of Higher Education and Research
Chennai.

Sub: Offer Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organisation, we are pleased to accept your request and induct you as Graduate Engineer Trainee**.** Further to the terms and conditions specified in the Training bond issued on **Date of joining** also please note the following**.**

1. Training period will be for twelve calendar month, which include on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon which is **2.68 LPA**
3. Your engagement is effective from 08-06-2022 you will be entitled for the benefits/ privilege like weekly off, leaves & festival holidays as applicable to other regular employee, but your status will remain as Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training periodYou will be required to give one week notice as well the sum assured.
5. You will be confirmed as permanent employee of the organization after you complete the training period of 1 year.

A copy or the **Code of conduct for employees** is enclosed herewith which you are expected to follow in letter and spirit.

For **Neel Metal Products Limited**

Authorized Signatory

NEEL METAL PRODUCTS LTD,
Plot No. 1, 2, 5 & 6, TVS Industrial Estate,
Harita, HOSUR - 635 109.

Neel Metals products. Ltd
Plot No : 1&6 TVS Industrial Estate,
Haritha, Hosur – 635109
CIN No: U60100DL1997PLC086432
E MAIL : nmpl.tvs@jbmgroup.com
Tel No: 4344-27756, 275478, 276318
Fax : +91 – 4344-277785

Ref: NMPL-TVS/APTR-2022-1955 Date: 23rd March, 2022

Dear S Parthiban,
Bharath Institute of Higher Education and Research
Chennai.

Sub: Offer Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organisation, we are pleased to accept your request and induct you as Graduate Engineer Trainee**.** Further to the terms and conditions specified in the Training bond issued on **Date of joining** also please note the following**.**

1. Training period will be for twelve calendar month, which include on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon which is **2.68 LPA**
3. Your engagement is effective from 08-06-2022 you will be entitled for the benefits/ privilege like weekly off, leaves & festival holidays as applicable to other regular employee, but your status will remain as Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training periodYou will be required to give one week notice as well the sum assured.
5. You will be confirmed as permanent employee of the organization after you complete the training period of 1 year.

A copy or the **Code of conduct for employees** is enclosed herewith which you are expected to follow in letter and spirit.

For **Neel Metal Products Limited**

Authorized Signatory

NEEL METAL PRODUCTS LTD,
Plot No. 1, 2, 5 & 6, TVS Industrial Estate,
Harita, HOSUR - 635 109.

Neel Metals products. Ltd
Plot No : 1&6 TVS Industrial Estate,
Haritha, Hosur – 635109
CIN No: U60100DL1997PLC086432
E MAIL : nmpl.tvs@jbmgroup.com
Tel No: 4344-27756, 275478, 276318
Fax : +91 – 4344-277785

Ref: NMPL-TVS/APTR-2022-1956 Date: 23rd March, 2022

Dear Mohan J,
Bharath Institute of Higher Education and Research
Chennai.

Sub: Offer Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organisation, we are pleased to accept your request and induct you as Graduate Engineer Trainee**.** Further to the terms and conditions specified in the Training bond issued on **Date of joining** also please note the following**.**

1. Training period will be for twelve calendar month, which include on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon which is **2.68 LPA**
3. Your engagement is effective from 08-06-2022 you will be entitled for the benefits/ privilege like weekly off, leaves & festival holidays as applicable to other regular employee, but your status will remain as Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training periodYou will be required to give one week notice as well the sum assured.
5. You will be confirmed as permanent employee of the organization after you complete the training period of 1 year.

A copy or the **Code of conduct for employees** is enclosed herewith which you are expected to follow in letter and spirit.

For **Neel Metal Products Limited**

Authorized Signatory

NEEL METAL PRODUCTS LTD,
Plot No. 1, 2, 5 & 6, TVS Industrial Estate,
Harita, HOSUR - 635 109.

Neel Metals products. Ltd
Plot No : 1&6 TVS Industrial Estate,
Haritha, Hosur – 635109
CIN No: U60100DL1997PLC086432
E MAIL : nmpl.tvs@jbmgroup.com
Tel No: 4344-27756, 275478, 276318
Fax : +91 – 4344-277785

Ref: NMPL-TVS/APTR-2022-1957 Date: 23rd March, 2022

Dear Bharath S,
Bharath Institute of Higher Education and Research
Chennai.

Sub: Offer Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organisation, we are pleased to accept your request and induct you as Graduate Engineer Trainee**.** Further to the terms and conditions specified in the Training bond issued on **Date of joining** also please note the following**.**

1. Training period will be for twelve calendar month, which include on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon which is **2.68 LPA**
3. Your engagement is effective from 08-06-2022 you will be entitled for the benefits/ privilege like weekly off, leaves & festival holidays as applicable to other regular employee, but your status will remain as Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training periodYou will be required to give one week notice as well the sum assured.
5. You will be confirmed as permanent employee of the organization after you complete the training period of 1 year.

A copy or the **Code of conduct for employees** is enclosed herewith which you are expected to follow in letter and spirit.

For **Neel Metal Products Limited**

Authorized Signatory

NEEL METAL PRODUCTS LTD,
Plot No. 1, 2, 5 & 6, TVS Industrial Estate,
Harita, HOSUR - 635 109.

Neel Metals products. Ltd
Plot No : 1&6 TVS Industrial Estate,
Haritha, Hosur – 635109
CIN No: U60100DL1997PLC086432
E MAIL : nmpl.tvs@jbmgroup.com
Tel No: 4344-27756, 275478, 276318
Fax : +91 – 4344-277785

Ref: NMPL-TVS/APTR-2022-1958 Date: 23rd March, 2022

Dear Rampa Vinay Sagar,
Bharath Institute of Higher Education and Research
Chennai.

Sub: Offer Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organisation, we are pleased to accept your request and induct you as Graduate Engineer Trainee**.** Further to the terms and conditions specified in the Training bond issued on **Date of joining** also please note the following**.**

1. Training period will be for twelve calendar month, which include on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon which is **2.68 LPA**
3. Your engagement is effective from 08-06-2022 you will be entitled for the benefits/ privilege like weekly off, leaves & festival holidays as applicable to other regular employee, but your status will remain as Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training periodYou will be required to give one week notice as well the sum assured.
5. You will be confirmed as permanent employee of the organization after you complete the training period of 1 year.

A copy or the **Code of conduct for employees** is enclosed herewith which you are expected to follow in letter and spirit.

For **Neel Metal Products Limited**

Authorized Signatory

NEEL METAL PRODUCTS LTD,
Plot No. 1, 2, 5 & 6, TVS Industrial Estate,
Harita, HOSUR - 635 109.

Neel Metals products. Ltd
Plot No : 1&6 TVS Industrial Estate,
Haritha, Hosur – 635109
CIN No: U60100DL1997PLC086432
E MAIL : nmpl.tvs@jbmgroup.com
Tel No: 4344-27756, 275478, 276318
Fax : +91 – 4344-277785

Ref: NMPL-TVS/APTR-2022-1959 Date: 23rd March, 2022

Dear Kayala Yaswanth,
Bharath Institute of Higher Education and Research
Chennai.

Sub: Offer Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organisation, we are pleased to accept your request and induct you as Graduate Engineer Trainee**.** Further to the terms and conditions specified in the Training bond issued on **Date of joining** also please note the following**.**

1. Training period will be for twelve calendar month, which include on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon which is **2.68 LPA**
3. Your engagement is effective from 08-06-2022 you will be entitled for the benefits/ privilege like weekly off, leaves & festival holidays as applicable to other regular employee, but your status will remain as Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training periodYou will be required to give one week notice as well the sum assured.
5. You will be confirmed as permanent employee of the organization after you complete the training period of 1 year.

A copy or the **Code of conduct for employees** is enclosed herewith which you are expected to follow in letter and spirit.

For **Neel Metal Products Limited**

Authorized Signatory

NEEL METAL PRODUCTS LTD,
Plot No. 1, 2, 5 & 6, TVS Industrial Estate,
Harita, HOSUR - 635 109.

Neel Metals products. Ltd
Plot No : 1&6 TVS Industrial Estate,
Haritha, Hosur – 635109
CIN No: U60100DL1997PLC086432
E MAIL : nmpl.tvs@jbmgroup.com
Tel No: 4344-27756, 275478, 276318
Fax : +91 – 4344-277785

Ref: NMPL-TVS/APTR-2022-1960 Date: 23rd March, 2022

Dear Bhaskar venkata sai,
Bharath Institute of Higher Education and Research
Chennai.

Sub: Offer Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organisation, we are pleased to accept your request and induct you as Graduate Engineer Trainee**.** Further to the terms and conditions specified in the Training bond issued on **Date of joining** also please note the following**.**

1. Training period will be for twelve calendar month, which include on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon which is **2.68 LPA**
3. Your engagement is effective from 08-06-2022 you will be entitled for the benefits/ privilege like weekly off, leaves & festival holidays as applicable to other regular employee, but your status will remain as Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training periodYou will be required to give one week notice as well the sum assured.
5. You will be confirmed as permanent employee of the organization after you complete the training period of 1 year.

A copy or the **Code of conduct for employees** is enclosed herewith which you are expected to follow in letter and spirit.

For **Neel Metal Products Limited**

Authorized Signatory

NEEL METAL PRODUCTS LTD,
Plot No. 1, 2, 5 & 6, TVS Industrial Estate,
Harita, HOSUR - 635 109.

Neel Metals products. Ltd
Plot No : 1&6 TVS Industrial Estate,
Haritha, Hosur – 635109
CIN No: U60100DL1997PLC086432
E MAIL : nmpl.tvs@jbmgroup.com
Tel No: 4344-27756, 275478, 276318
Fax : +91 – 4344-277785

Ref: NMPL-TVS/APTR-2022-1961 Date: 23rd March, 2022

Dear Lohith Malla,
Bharath Institute of Higher Education and Research
Chennai.

Sub: Offer Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organisation, we are pleased to accept your request and induct you as Graduate Engineer Trainee**.** Further to the terms and conditions specified in the Training bond issued on **Date of joining** also please note the following**.**

1. Training period will be for twelve calendar month, which include on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon which is **2.68 LPA**
3. Your engagement is effective from 08-06-2022 you will be entitled for the benefits/ privilege like weekly off, leaves & festival holidays as applicable to other regular employee, but your status will remain as Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training periodYou will be required to give one week notice as well the sum assured.
5. You will be confirmed as permanent employee of the organization after you complete the training period of 1 year.

A copy or the **Code of conduct for employees** is enclosed herewith which you are expected to follow in letter and spirit.

For **Neel Metal Products Limited**

Authorized Signatory

NEEL METAL PRODUCTS LTD,
Plot No. 1, 2, 5 & 6, TVS Industrial Estate,
Harita, HOSUR - 635 109.

Neel Metals products. Ltd
Plot No : 1&6 TVS Industrial Estate,
Haritha, Hosur – 635109
CIN No: U60100DL1997PLC086432
E MAIL : nmpl.tvs@jbmgroup.com
Tel No: 4344-27756, 275478, 276318
Fax : +91 – 4344-277785

Ref: NMPL-TVS/APTR-2022-1962 Date: 23rd March, 2022

Dear P Pascal Jhondy Rhodes,
Bharath Institute of Higher Education and Research
Chennai.

Sub: Offer Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organisation, we are pleased to accept your request and induct you as Graduate Engineer Trainee**.** Further to the terms and conditions specified in the Training bond issued on **Date of joining** also please note the following**.**

1. Training period will be for twelve calendar month, which include on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon which is **2.68 LPA**
3. Your engagement is effective from 08-06-2022 you will be entitled for the benefits/ privilege like weekly off, leaves & festival holidays as applicable to other regular employee, but your status will remain as Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training periodYou will be required to give one week notice as well the sum assured.
5. You will be confirmed as permanent employee of the organization after you complete the training period of 1 year.

A copy or the **Code of conduct for employees** is enclosed herewith which you are expected to follow in letter and spirit.

For **Neel Metal Products Limited**

Authorized Signatory

NEEL METAL PRODUCTS LTD,
Plot No. 1, 2, 5 & 6, TVS Industrial Estate,
Harita, HOSUR - 635 109.

Neel Metals products. Ltd
Plot No : 1&6 TVS Industrial Estate,
Haritha, Hosur – 635109
CIN No: U60100DL1997PLC086432
E MAIL : nmpl.tvs@jbmgroup.com
Tel No: 4344-27756, 275478, 276318
Fax : +91 – 4344-277785

Ref: NMPL-TVS/APTR-2022-1963 Date: 23rd March, 2022

Dear A Raseeth Farook,
Bharath Institute of Higher Education and Research
Chennai.

Sub: Offer Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organisation, we are pleased to accept your request and induct you as Graduate Engineer Trainee**.** Further to the terms and conditions specified in the Training bond issued on **Date of joining** also please note the following**.**

1. Training period will be for twelve calendar month, which include on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon which is **2.68 LPA**
3. Your engagement is effective from 08-06-2022 you will be entitled for the benefits/ privilege like weekly off, leaves & festival holidays as applicable to other regular employee, but your status will remain as Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training periodYou will be required to give one week notice as well the sum assured.
5. You will be confirmed as permanent employee of the organization after you complete the training period of 1 year.

A copy or the **Code of conduct for employees** is enclosed herewith which you are expected to follow in letter and spirit.

For **Neel Metal Products Limited**

Authorized Signatory

NEEL METAL PRODUCTS LTD,
Plot No. 1, 2, 5 & 6, TVS Industrial Estate,
Harita, HOSUR - 635 109.

Neel Metals products. Ltd
Plot No : 1&6 TVS Industrial Estate,
Haritha, Hosur – 635109
CIN No: U60100DL1997PLC086432
E MAIL : nmpl.tvs@jbmgroup.com
Tel No: 4344-27756, 275478, 276318
Fax : +91 – 4344-277785

Ref: NMPL-TVS/APTR-2022-1964 Date: 23rd March, 2022

Dear Pragathiswaran S,
Bharath Institute of Higher Education and Research
Chennai.

Sub: Offer Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organisation, we are pleased to accept your request and induct you as Graduate Engineer Trainee**.** Further to the terms and conditions specified in the Training bond issued on **Date of joining** also please note the following**.**

1. Training period will be for twelve calendar month, which include on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon which is **2.68 LPA**
3. Your engagement is effective from 08-06-2022 you will be entitled for the benefits/ privilege like weekly off, leaves & festival holidays as applicable to other regular employee, but your status will remain as Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training periodYou will be required to give one week notice as well the sum assured.
5. You will be confirmed as permanent employee of the organization after you complete the training period of 1 year.

A copy or the **Code of conduct for employees** is enclosed herewith which you are expected to follow in letter and spirit.

For **Neel Metal Products Limited**

Authorized Signatory

NEEL METAL PRODUCTS LTD,
Plot No. 1, 2, 5 & 6, TVS Industrial Estate,
Harita, HOSUR - 635 109.

Neel Metals products. Ltd
Plot No : 1&6 TVS Industrial Estate,
Haritha, Hosur – 635109
CIN No: U60100DL1997PLC086432
E MAIL : nmpl.tvs@jbmgroup.com
Tel No: 4344-27756, 275478, 276318
Fax : +91 – 4344-277785

Ref: NMPL-TVS/APTR-2022-1965 Date: 23rd March, 2022

Dear Thendralsanthosh P,
Bharath Institute of Higher Education and Research
Chennai.

Sub: Offer Letter

With reference to your application and subsequent interview in which you expressed your desire to have an opportunity to learn skill / trade in our organisation, we are pleased to accept your request and induct you as Graduate Engineer Trainee**.** Further to the terms and conditions specified in the Training bond issued on **Date of joining** also please note the following**.**

1. Training period will be for twelve calendar month, which include on the job training, lecture, classroom study and theory etc.
2. Your remuneration will be as mutually agreed upon which is **2.68 LPA**
3. Your engagement is effective from 08-06-2022 you will be entitled for the benefits/ privilege like weekly off, leaves & festival holidays as applicable to other regular employee, but your status will remain as Trainee only.
4. In case you revoke the training bond issued on Date of joining during the training periodYou will be required to give one week notice as well the sum assured.
5. You will be confirmed as permanent employee of the organization after you complete the training period of 1 year.

A copy or the **Code of conduct for employees** is enclosed herewith which you are expected to follow in letter and spirit.

For **Neel Metal Products Limited**

Authorized Signatory

NEEL METAL PRODUCTS LTD,
Plot No. 1, 2, 5 & 6, TVS Industrial Estate,
Harita, HOSUR - 635 109.

Dated: 10-02-2022

To,

Mr/Ms. Deepika
Bharath Institute of Higher Education and Research
Chennai.

Subject: Offer Letter

Dear **Deepika,**

This has reference to your candidature and the subsequent campus interview you had with us. We are pleased to offer you the position of Graduate Engineer Trainee in our organization based at the Chennai location from **4th April 2022**. Please note the said joining date is subject to change considering the present pandemic situation.

Your appointment as Graduate Engineer Trainee is subject to attaining the required Educational qualification as prescribed by the company.

You will receive a remuneration of **Rs.3 lacs per annum** during your probation period.

Our detailed letter containing terms and conditions will be given to you on your joining. Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Yours Faithfully,

For Simpson & Co Ltd.,

Agree and Accepted

Human Resources

Practo Technologies Private Limited
Wework Salarpuria Symboisis, Arekere Village,
Begur Hobli, Bannerghatta Road
Bangalore, KA 560076, IN

To,
Chennu Bala Durga Sai Kumar,
Address: S/O Chennu Sri Hari, 1-106, Ward-1,
Pallapu Veedhi, Gollavani Thippa, Losarigutlapadu,
West Godavari, Andhra Pradesh - 534239

CONFIRMATION OF INTERNSHIP LETTER

We are pleased to offer you an Internship at Practo Technologies Pvt. Ltd, from **23rd March 2022,** ending on **22nd September 2022** in the **Engineering Team**.

During the period of your Internship, you will be required to make your own arrangements for accommodation and transport. The Company will, however, arrange accommodation and intercity travel for outstation work, if any, and reimburse you for local travel expenses during the above-mentioned periods.

You will be paid a stipend of ***Rs. 20,000/**- per month during the internship duration.

*From the stipend amount the following deduction will be made: Professional Tax and PF contributions (employee & employer).

It should be clearly understood that for the above period, you will be treated as an Intern. This letter of Internship, by any means, should not be constructed as a commitment on the part of the Company to permanently employ you in the Organization on completion of your Internship period.
Please sign and return to us the duplicate copy of this letter as a token of your acceptance of the above terms.

Chennu Bala Durga Sai Kumar

c42cff8b-9bbc-4318-98a5-c12d82de2587

Name: Chennu Bala Durga Sai Kumar

For Practo Technologies Pvt, Ltd.

Vinesh K

6d6ff7f4-ccf1-4015-8a5e-b57088d0d4a1

Vinesh K,

Head HR

Letter Dated: 21st March 2022 Location: Bangalore

Practo Technologies Private Limited
Wework Salarpuria Symboisis, Arekere Village,
Begur Hobli, Bannerghatta Road
Bangalore, KA 560076, IN

Annexure A

INTERN NON-DISCLOSURE AGREEMENT

This Non-Disclosure Agreement (the "**Agreement**") is entered into by **Practo and its group companies** ("**Company**") and you ("**Intern**") effective in view of the Employment Agreement executed between the Intern and Company.

The Company's objective under this Agreement is to provide protection for Confidential Information (defined below) disclosed to the Intern by the Company or any of its affiliate or group companies, during the course of the Intern's employment with the Company. For the purposes of this Agreement, "Company" shall be deemed to include all affiliate and group companies of the Company.

The Company and the Intern are hereinafter individually referred to as a "**Party**" and collectively as the "**Parties**".

In consideration of the commencement of Intern's employment with Company and the compensation that will be paid, the undersigned Intern and Company covenants and agrees as follows:

1. CONFIDENTIAL INFORMATION

In consideration of the performance of Intern's duties with Company, Intern will be exposed to the Confidential Information. Intern agrees to take all necessary precautions against the disclosure of Confidential Information to third parties during and after the term of this Agreement. "**Confidential Information**" means information or material that is commercially valuable to Company and not generally known or readily ascertainable in the industry. This includes, but is not limited to:

a. all technical information concerning Company's products (existing and under development) and services, including product know-how, formulas, designs, devices, diagrams, software code, test results, processes, inventions, research projects and product development, technical memoranda and correspondence;

b. (information concerning Company's business, including cost information, profits, sales information, accounting and unpublished financial information, business plans, markets and marketing methods, customer lists and customer information, purchasing techniques, supplier lists and supplier information and advertising strategies;

c. information concerning Company's Employees, including salaries, strengths, weaknesses and skills;

d. information submitted by Company's customers, suppliers, employees, consultants or co-venture partners with Company for study, evaluation or use;

e. all non-public information relating to the Company's business, specifically including but not limited the Company's clients/potential clients and prospective clients (including their identity, requirements for products or services, key contracts, outstanding bids solicited by or provided to the client, ordering procedures, credit and personnel information, and Company practices, policies and procedures); related information, marketing proposals, and pricing practices);

f. all Personally Identifiable Information ("PII") of the users/Company's customers collected during the normal course of business;

g. aggregated data with or without PII collected by the Intern/Company during the normal course of business;

h. any PII mapped to the health and/or the financial records of the Company's customer;

"Personally Identifiable Information" shall mean any sensitive personal data or information of a person which consists of information including but not limited to: (i) password; (ii) financial information such as bank account or credit card or debit card or other payment instrument details; (iii) physical, physiological and mental health condition; (iv) sexual orientation; (v) medical records and history; (vi) biometric information; (vii) any detail relating to the above clauses as provided to body corporate for providing service; (viii) any of the information received under above clauses by body corporate for processing, stored or processed under lawful contract or otherwise and (ix) such other information identified as sensitive information under the Information Technology Act and rules and other applicable laws from time to time.

i. any other information not generally known to the public which, if misused or disclosed, could reasonably be expected to adversely affect Company's business;

j. All other information used or maintained by the Company which is not either in the public domain or known to the Company's competitors and which is confidential business information disclosed to the Intern by the Company or discovered by the Intern during the course of his employment with the Employer;

k. All such information defined above, in any form, and includes without limitation both verbal and written information, whether embodied in documents, computer files or programs, processes, practices, equipment or plans.

2. NONDISCLOSURE OF CONFIDENTIAL INFORMATION

a) Intern shall keep Company's Confidential Information, whether or not prepared or developed by Intern, in the strictest confidence. Intern will not disclose such Confidential Information to anyone outside Company without Company's prior written consent. Nor will Intern make use of any Confidential Information for Intern's own purposes or the benefit of anyone other than the Company.

b) However, Intern shall have no obligation to treat as confidential any information which:

i. was in Intern's possession or known to Intern, without an obligation to keep it confidential, before such information was disclosed to Intern by Company;

ii. is or becomes public knowledge through a source other than Intern and through no fault of Intern; or

iii. is or becomes lawfully available to Intern from a source other than Company. However, the Intern cannot republish/ publish such information or any information based on the information which is or becomes available to the public without the prior written approval/consent of the Company; or

iv. is developed by the Intern independently without using Company's Confidential Information.

3. CONFIDENTIAL INFORMATION OF OTHERS

Intern will not disclose to Company, or cause Company to use, any trade secret or confidential information of others/third parties in the Company's business.

4. RETURN OF MATERIALS

When Intern's employment with Company terminates, for whatever reason and at the request of the Company, Intern will promptly deliver to Company all originals and copies of all documents, records, software programs, media and other materials containing any Confidential Information. Intern will also return to Company all machines, equipment, files, software programs and other personal property belonging to Company.

5. CONFIDENTIALITY OBLIGATION SURVIVES EMPLOYMENT

Intern's obligation to maintain the confidentiality and security of Confidential Information shall remain even after Intern's employment with the Company terminates and shall continue for so long as such Confidential Information is explicitly disclosed in the public domain by an authorized representative of the Company as such and/or remains a trade secret.

Practo Technologies Private Limited
Wework Salarpuria Symboisis, Arekere Village,
Begur Hobli, Bannerghatta Road
Bangalore, KA 560076, IN

6. GENERAL PROVISIONS

a. Relationships**:** Nothing contained in this Agreement shall be deemed to make Intern a partner or joint venture of the Company for any purpose.

b. Severability**:** If a court finds any provision of this Agreement invalid or unenforceable, the remainder of this Agreement shall remain in full effect the intent of the Company and Intern.

c. Integration*:* This Agreement expresses the complete understanding of the Parties with respect to the subject matter and supersedes all prior proposals, agreements, representations and understandings. This Agreement may not be amended except in a writing signed by both Company and Intern.

d. Waiver: The failure to exercise any term and condition provided in this Agreement shall not be deemed or construed to be a waiver of prior or subsequent breach or failure thereof.

e. Injunctive Relief: Any misappropriation and breach of any of the Confidential Information in violation of this Agreement by the Intern may cause Company irreparable harm, the amount of which may be difficult to ascertain, and therefore Intern agrees that Company shall in addition to all remedies available under the then prevalent law, be entitled to injunctive relief.

f. Indemnity: Intern agrees to indemnify Company against any and all losses, damages, claims or expenses incurred or suffered by Company as a result of Intern's breach of this Agreement

g. Attorney Fees and Expenses: In a dispute arising out of or related to this Agreement, the prevailing Party shall have the right to collect from the other Party its reasonable attorney fees and costs and necessary expenditures.

h. Governing Law: This Agreement shall be governed in accordance with the laws of India, with the courts in Bangalore assuming exclusive jurisdiction on all matters hereunder.

*The information and documents provided by the candidate is true and any violation of organization policies and procedures may lead to termination of the employment.

I agree that I have read, understood and accepted the above-mentioned terms and conditions.

Chennu Bala Durga Sai Kumar

c42cff8b-9bbc-4318-98a5-c12d82de2587

Intern Name: Chennu Bala Durga Sai Kumar

Intern Designation: SDE Intern

Practo Technologies Private Limited
Wework Salarpuria Symboisis, Arekere Village,
Begur Hobli, Bannerghatta Road
Bangalore, KA 560076, IN

Annexure B

PRACTO TECHNOLOGIES PRIVATE LIMITED
INTERN INVENTION ASSIGNMENT AND TRANSFER AGREEMENT

In consideration of, and as a condition of my employment with Practo Technologies Private Limited (the "**Company**"), and for other valuable consideration, the receipt and sufficiency of which are hereby acknowledged, I, as the "**Intern**" signing this Intern Invention Assignment and Transfer Agreement (this "**Agreement**"), hereby represent to the Company, and the Company and I hereby agree as follows:

Purpose of Agreement. I understand that the Company is engaged in a continuous program of research, development, providing products and services, marketing, sales and other activities in connection with the current and projected business of the Company and its holding company (collectively, the "***Practo Group***"), and that it is critical for the Company to preserve and protect the proprietary information, rights in certain inventions and works and related intellectual property rights of the Company and the other Practo Group companies. Accordingly, I am entering into this Agreement, whether or not I have created or I am expected to create inventions or other works of value for the Practo Group. As used in this Agreement, "***Inventions***" means inventions, improvements, designs, original works of authorship, formulas, processes, compositions of matter, computer software programs, databases, mask works, confidential information and trade secrets.

Disclosure of Inventions. I will promptly disclose in confidence to the Company, or to any person designated by it, all Inventions that I make, create, conceive or first reduce to practice, either alone or jointly with others, during the period of my employment, whether or not in the course of my employment, and whether or not patentable, copyrightable or protectable as trade secrets.

Work for Hire; Assigned Inventions. I acknowledge and agree that any copyrightable works prepared by me within the scope of my employment will be "works made for hire" under the Copyright Act and that the Company will be considered the author and owner of such copyrightable works. I agree that all Inventions that I make, create, conceive or first reduce to practice during the period of my employment, whether or not in the course of my employment, and whether or not patentable, copyrightable or protectable as trade secrets, and that (i) are developed using equipment, supplies, facilities, proprietary information or trade secrets of the Company or other Practo Group companies; (ii) result from work performed by me for the Company or other Practo Group companies; or (iii) relate to the business or actual or demonstrably anticipated research or development of the Practo Group, including the Company (the "***Assigned Inventions***"), will be the sole and exclusive property of the Company.

Excluded Inventions and Other Inventions. Attached hereto as Exhibit A is a list describing all existing Inventions, if any, that may relate to the Practo Group's business or actual or demonstrably anticipated research or development and that were made by me or acquired by me prior to the Effective Date and which are not to be assigned to the Company ("***Excluded Inventions***"). If no such list is attached, I represent and agree that it is because I have no rights in any existing Inventions that may relate to the business or actual or demonstrably anticipated research or development of the Practo Group. For purposes of this Agreement, "***Other Inventions***" means Inventions in which I have or may have an interest, as of the Effective Date or thereafter, other than Assigned Inventions and Excluded Inventions. I acknowledge and agree that if, in the scope of my employment, I use any Excluded Inventions or any Other Inventions, or if I include any Excluded Inventions or Other Inventions in any product or service of the Prcato Group or if my rights in any Excluded Inventions or Other Inventions may block or interfere with, or may otherwise be required for, the exercise by the Practo Group of any rights assigned to the Company under this Agreement, I will immediately so notify the Company in writing. Unless the Company and I agree otherwise in writing as to particular Excluded Inventions or Other Inventions, I hereby grant to the Company, in such circumstances (whether or not I give the Company notice as required above), a perpetual, irrevocable, nonexclusive, transferable, worldwide, royalty-free, fully paid up license to use, disclose, make, have made, perform, execute, market, license, sell, offer to license, offer to sell, import, export, copy, distribute, modify and create works based on, perform, display or otherwise exploit such Excluded Inventions and Other Inventions, in whole or in part, and to sublicense third parties in one or more tiers of sublicenses with the same rights.

Exception to Assignment. I understand that the Assigned Inventions will not include, and the provisions of this Agreement requiring assignment of inventions to the Company do not apply to, any invention that I develop entirely on my own time without using the equipment, supplies, facilities, or trade secret information of the Practo Group except for those inventions that (i) relate at the time of conception or reduction to practice of the invention to the business, or actual or demonstrably anticipated research or development of the Practo Group, (ii) result from any work performed by me for the Practo Group, or (iii) qualifies fully for exclusion under the applicable laws of the state in which I am employed.

Assignment of Rights. I agree to assign, convey and transfer, and do hereby irrevocably assign, convey and transfer, to the Company: (i) all of my rights, title and interests in and with respect to any Assigned Inventions; (ii) all patents, patent applications, copyrights, mask works, rights in databases, trade secrets, and other intellectual property rights, worldwide, in any Assigned Inventions, along with any registrations of or applications to register such rights; and (iii) to the extent assignable, any and all Moral Rights (as defined below) that I may have in or with respect to any Assigned Inventions. I also hereby forever waive and agree never to assert any Moral Rights I may have in or with respect to any Assigned

Inventions and any Excluded Inventions or Other Inventions licensed to the Company under Section 4, even after termination of my employment. "***Moral Rights***" means any rights to claim authorship of a work, to object to or prevent the modification or destruction of a work, to withdraw from circulation or control the publication or distribution of a work, and any similar right, regardless of whether or not such right is denominated or generally referred to as a "moral right."

Assistance. I will assist the Company in every proper way to obtain and enforce for the Company all patents, copyrights, mask work rights, trade secret rights and other legal protections for the Assigned Inventions, worldwide. I will execute and deliver any documents that the Company may reasonably request from me in connection with providing such assistance. My obligations under this section will continue beyond the termination of my employment. I hereby appoint the Secretary of the Company as my attorney-in-fact to execute documents on my behalf for this purpose. I agree that this appointment is coupled with an interest and will not be revocable.

Confidentiality. I understand that my employment creates a relationship of confidence and trust with respect to any information or materials of a confidential or secret nature that may be invented, made, created or discovered by me or that may be disclosed to me by, or that I have access to, from the Company or another Practo Group company. At all times, both during my employment and after its termination, I will keep and hold all information in strict confidence and trust and I will be bound by the Non-Disclosure Agreement dated **23rd March 2022.**

Indemnification. I will defend, indemnify, and hold harmless the Practo Group, and its officers, directors, shareholders, successors, and assigns, from and against all losses, liabilities, and costs including, without limitation, reasonable attorneys' fees, expenses, penalties, judgments, claims and demands of every kind and character that the Practo Group, its officers, directors, shareholders, successors, and assigns may incur, suffer, or be required to pay arising out of, based upon, or by reason of: my use of the Assigned Inventions prior to the date of this Agreement; or my failure to perform its obligations under this Agreement.

Injunctive Relief. I understand that a breach or threatened breach of this Agreement by me may cause the Company and the other Practo Group companies to suffer irreparable harm and that the Company will therefore be entitled to injunctive relief to enforce this Agreement.

Governing Law; Severability. This Agreement is intended to supplement, and not to supersede, any rights the Company and the other Practo Group companies may have in law or equity with respect to the duties of its Interns and the protection of its trade secrets. This Agreement shall be governed by and construed in accordance with the laws of India with the courts in Bangalore assuming exclusive jurisdiction

on all matters hereunder. If any provision of this Agreement is invalid, illegal or unenforceable in any respect, such provision will be enforced to the maximum extent possible, given the fundamental intentions of the parties when entering into this Agreement. To the extent such provision cannot be so enforced, it will be stricken from this Agreement and the remainder of this Agreement will be enforced as if such invalid, illegal or unenforceable provision had never been contained in this Agreement.

Counterparts. Counterparts may be delivered via facsimile, electronic mail (including pdf) or other transmission method and any counterpart so delivered shall be deemed to have been duly and validly delivered and be valid and effective for all purposes.

Entire Agreement. This Agreement and the documents referred to herein constitute the entire agreement and understanding of the parties with respect to the subject matter of this Agreement, and supersede all prior understandings and agreements, whether oral or written, between the parties hereto with respect to such subject matter.

Amendment and Waiver. This Agreement may be amended only by a written agreement executed by each of the parties to this Agreement. No amendment or waiver of, or modification of any obligation under, this Agreement will be enforceable unless specifically set forth in a writing signed by the party against which enforcement is sought. A waiver by either party of any of the terms and conditions of this Agreement in any instance will not be deemed or construed to be a waiver of such term or condition with respect to any other instance, whether prior, concurrent or subsequent.

Successors and Assigns; Assignment. Except as otherwise provided in this Agreement, this Agreement, and the rights and obligations of the parties hereunder, will bind and benefit the parties and their respective successors, assigns, heirs, executors, administrators, and legal representatives. The Company may assign any of its rights and obligations under this Agreement. I understand that I will not be entitled to assign or delegate this Agreement or any of my rights or obligations hereunder, whether voluntarily or by operation of law, except with the prior written consent of the Company.

Further Assurances. The parties will execute such further documents and instruments and take such further actions as may be reasonably necessary to carry out the purposes and intent of this Agreement. Upon termination of my employment, I will execute and deliver a document or documents in a form reasonably requested by the Company confirming my agreement to comply with the post-employment obligations contained in this Agreement.

Practo Technologies Private Limited
Wework Salarpuria Symboisis, Arekere Village,
Begur Hobli, Bannerghatta Road
Bangalore, KA 560076, IN

Acknowledgement. I certify and acknowledge that I have carefully read all of the provisions of this Agreement and that I understand and will fully and faithfully comply with this Agreement.

Intern:

Signature: Chennu Bala Durga Sai Kumar
c42cff8b-9bbc-4318-98a5-c12d82de2587

Name: Chennu Bala Durga Sai Kumar

Title: SDE Intern

Date: 23rd March 2022

AMR Tech Park 3,Ground Floor
TowerB,Hongasandra Village,
Bommanahalli,Hosur Road,
Bangalore-560068
(M):+917022374614.
www.intellipaat.com

Date: November 19th, 2021

To,
Sathi Sai Srinivas Viswanadh Reddy
Subject: Internship Letter

Dear Sathi Sai Srinivas Viswanadh Reddy,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaat Software Solutions Pvt. Ltd**. Your work is scheduled to start from **6th December, 2021** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty Two Thousand Only) and you will be working as an **'Business Development Trainee'**. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your first month salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs200,000/- Rupees as incentive based on your monthly performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaat.
- You need to serve 30days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaat Software Solutions Private Limited

Intellipaat Software Solutions Pvt. Ltd. Bangalore

Dev Bisht
Director– Human Resources

AMR Tech Park 3,Ground Floor
TowerB,Hongasandra Village,
Bommanahalli,Hosur Road,
Bangalore-560068
(M):+917022374614.
www.intellipaat.com

Date: November 19th, 2021

To,
Nuvvula Phani Raju
Subject: Internship Letter

Dear Nuvvula Phani Raju ,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaat Software Solutions Pvt. Ltd**. Your work is scheduled to start from **6th December, 2021** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty Two Thousand Only) and you will be working as an **'Business Development Trainee'**. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your first month salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs200,000/- Rupees as incentive based on your monthly performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaat.
- You need to serve 30days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaat Software Solutions Private Limited

Intellipaat Software Solutions Pvt. Ltd. Bangalore

Dev Bisht
Director– Human Resources

AMR Tech Park 3,Ground Floor
TowerB,Hongasandra Village,
Bommanahalli,Hosur Road,
Bangalore-560068
(M):+917022374614.
www.intellipaat.com

Date: November 18th, 2021

To,
R Janani Rubasree
Subject: Internship Letter

Dear R Janani Rubasree,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaat Software Solutions Pvt. Ltd**. Your work is scheduled to start from **6th December, 2021** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty Two Thousand Only) and you will be working as an **'Business Development Trainee'**. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your first month salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs200,000/- Rupees as incentive based on your monthly performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaat.
- You need to serve 30days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaat Software Solutions Private Limited

Intellipaat Software Solutions Pvt. Ltd. Bangalore

Dev Bisht

Director – Human Resources

AMR Tech Park 3,Ground Floor
TowerB,Hongasandra Village,
Bommanahalli,Hosur Road,
Bangalore-560068
(M):+917022374614.
www.intellipaat.com

Date: November 18th, 2021

To,
Niroshini.P.J
Subject: Internship Letter

Dear Niroshini.P.J ,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaat Software Solutions Pvt. Ltd**. Your work is scheduled to start from **6th December, 2021** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty Two Thousand Only) and you will be working as an **'Business Development Trainee'**. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your first month salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs200,000/- Rupees as incentive based on your monthly performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaat.
- You need to serve 30days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaat Software Solutions Private Limited

Intellipaat Software Solutions Pvt. Ltd. Bangalore

Dev Bisht

Director – Human Resources

AMR Tech Park 3,Ground Floor
TowerB,Hongasandra Village,
Bommanahalli,Hosur Road,
Bangalore-560068
(M):+917022374614.
www.intellipaat.com

Date: November 18th, 2021

To,
Anshu Yadav
Subject: Internship Letter

Dear Anshu Yadav,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaat Software Solutions Pvt. Ltd**. Your work is scheduled to start from **6th December, 2021** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty Two Thousand Only) and you will be working as an **'Business Development Trainee'**. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your first month salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs200,000/- Rupees as incentive based on your monthly performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaat.
- You need to serve 30days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaat Software Solutions Private Limited

Intellipaat Software Solutions Pvt. Ltd. Bangalore

Dev Bisht

Director – Human Resources

ALTIMETRIK™

SIMPLIFY TECHNOLOGY | AMPLIFY POSSIBILITY

Employment Offer

About Us

About Us

We deliver outcomes for our clients by rapidly enabling digital business & culture and infuse speed and agility into enterprise technology and connected solutions. We partner with Fortune 500 companies to deliver fast, meaningful outcomes. As practitioners of end-to-end business and technology transformation, we deliver measurable results for clients across financial services, payments, retail, automotive, healthcare, manufacturing, and other industries. Founded in 2012, we have offices across the globe and over 3000 energized employees.

Turnover
$140 + million
& growing

Key Clients

Quick Facts

- **4200+ Practitioners World Wide & Growing**
- **Headquartered in Michigan, USA**
- **Development centers in India, US, Uruguay and Poland**
- **Industry Focus**
  - Payments/FinTech
  - Manufacturing/Automotive
  - Healthcare/Life Sciences
  - Retail/CPG

Worldwide Presence

Certifications and Awards

Gartner — Identified by Gartner as vendors to watch for Mobile Application Development & Mobile Application Testing 201

NASSCOM — Influencers of industry 4.0 through Digital India & Engineering R&D council of NASSCOM, Diety & Government of India (GoI)

IDC — Identified as a leading technology solutions provider in the Industrial Interner of Things (IIoT) apace

Corporate plus+ member of National Minority & Supplier Development Council

Top 100 **Best Places to Work** for Women

Top 100 **Best Places to Work** since 2021

Top 25 **Best Places to Work** in IT & IT-BPM

Our Work Culture

Our Work Culture

Our Leadership Team

Raj B. Vattikuti
Executive Chairman

Raj Vattikuti, is a philanthropist and successful entrepreneur who founded a string of successful enterprises, including Altimetrik, Covansys, Synova, Vattikuti Ventures, Vattikuti Technologies, and Davinta Technologies.

Through his different ventures, Raj has supported leading global players in healthcare, manufacturing, automotive, retail, travel & hospitality, financial services and is committed to making technology accessible to the less privileged.

Raj Sundaresan
Chief Executive Officer

Raj Sundaresan is a seasoned technology and business leader with extensive experience in cultivating successful product development teams around the globe. At Altimetrik, Raj is responsible for leading and implementing the company's growth strategy.

Prior to Altimetrik, Raj held various leading roles with technology and product teams at Visa, eBay, and PayPal.

Ranga Kanapathy
Head - Global Delivery , India technology Center, APAC Business

As Head of Global Delivery and Engineering, Ranga Kanapathy is focused on engineering rigor and delivery.

Ranga has over two decades of industry experience, previously working for VISA Data Labs as India Head. Prior to VISA Data Labs, Ranga occupied leadership roles at PayPal and Covansys, and cofounded two startups in India that provide technology solutions to large enterprises.

Henk Vlietstra
Chief Operating Officer

Jeffrey Fleischman
Chief Marketing Officer

Anil Somani
Chief Transformation Officer
US West

Manuel Vidal
Head of Uruguay
Technology Center

Krishna Muniramaiah
APAC Head - Human Resources

Jarek Wawro
Head of Engineering and
Poland Technology Center

Uday Deo
Chief Transformation Officer
Midwest and Europe

Omar Arana
Head of Engineering and
Mexico Technology Center

Mohammed Farooqui
Chief Transformation Officer
US East

Bheem Adavikolanu
Chief Transformation Officer
UK, Northern Ireland, and Europe

Hello K Damodhar

Congratulations on your selection at Altimetrik - one of the fastest growing global Digital Technology Company!

I am delighted to extend this offer to you to join our highly energetic and innovative team helping Fortune 100 companies modernize and transform their business.

With our engineering excellence, product mindset, and delivery focus, we have become partners to many marquee global brands. Our results driven philosophy has earned the trust of several new clients, placing us on a promising growth trajectory. Even with the recent global pandemic, we are able to continue a substantial growth rate due to our unfailing delivery commitment to customers while taking utmost care of all our employees.

As a workplace, we take pride in our best-in-class policies and standards, and a hyper-collaborative and innovative work culture. A testimonial to our consistent efforts is that we have been ranked in the Top 100 Best Places to Work by the Great Places to Work Institute for five consecutive years, rising up the ranks. This year, we are extremely proud to be ranked 36th and for being in the Top 50 workplaces club for second consecutive time. In addition we are ranked TOP 25 in the IT&IT-BPM category and in the TOP 100 in the Best Workplaces for Women category

India nests the company's largest Technology Center with over 3000 employees across Chennai, Bengaluru, Pune and Hyderabad, catering to our remarkable client portfolio globally. We enable the growth of our business by cultivating a solutioning mindset that helps our clients achieve relevant business outcomes. Delivery excellence is of utmost importance for us to ensure customer satisfaction. As a people centric organization, we help our employees evolve as practitioners in both their tech and business domains. Our approach posits us as a company to be highly agile in technology adoption and stay ahead in the market.

Innovation and learning are therefore given the highest decree here. If you have the zeal to learn, or an idea you believe in, you will discover the ideal culture to help you realize your passion and follow it.

I am confident you will experience personal growth and value in your career with Altimetrik, and be a prized addition to our team. Hoping to see you soon!

Best regards,

Ranga Kanapathy

04 March 2022

Mr. K Damodhar

H.No. : 30D, 1st Lane, govinda Nagar,

Guntur District, Andhra Pradesh 522426.

E-Mail: kdamodhar1501@gmail.com | Mobile: 9063504498

EMPLOYMENT LETTER

Dear Damodhar,

On behalf of Altimetrik India Private Limited, we are pleased to offer you the position of **"Associate Engineer – Product and Platform Engineering"**. Attached are the specific terms and conditions of your employment – please read these important details carefully, including your compensation and benefits.

1. **Date of Employment:** Your employment will be effective on your date of joining, which shall be not be later than **16th August 2022.** Please contact us immediately if you require an alternative joining date. In the event you fail to join us on or before **16th August 2022**, this offer for employment will stands withdrawn without any further obligation from our side.

2. **Emoluments:** Your per annum cost to the Company is **INR 5,50,008/-** the breakup of which is shown in Annexure - I. Your remuneration is strictly confidential and we expect you to treat this information and any changes made therein from time to time as Personal and Confidential. Unless otherwise provided by Company, your salary shall be paid monthly. The total amount paid will be your salary less any statutory, standard, permissible or elected deductions or set-offs applicable to your employment. In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date. In case you have any queries in this regard, you may discuss the matter with your reporting manager.

3. **Designation:** Company reserves the right to alter your designation as it shall from time to time determine, in accordance with Company's policy.

4. **Posting and Period of Employment:** Your services are transferable and you may be assigned to any office of the Company or to any subsidiary or associate company, whether now existing or still to be formed whether in India or abroad. You may also be deputed to any of our customer's locations. Such transfer/deputation will be in accordance with the Company's rules being in force at the time.

5. **Duties:** The roles, responsibilities and duties appropriate to your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company, contractors and clients. You will be required to report to any reporting manager at the discretion of the Company. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.

6. **Leave Without Approval:** If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice

7. **Travel and Expenses**: You may be required to travel, whether in or around India or overseas, in connection with your employment with Company upon short notice to you. While traveling for work, your expenses and costs in connection with such travel and any other expenses incurred by you during the course of your employment will be reimbursed in accordance with the current travel and expense policy of Company. You are expected to keep your passport valid at all times

8. **Employee Benefits Program:** You will be covered by the Company sponsored Employee Benefit Program as applicable from time to time

9. **Salary Review:** Your compensation will be reviewed periodically as per the Company's policy and your salary may be adjusted depending upon various factors, including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Company's policy to review the compensation payable to its employees for successive years and such compensation may be higher or lower than the compensation received for the previous year depending on various factors, including the overall performance of the Company, the Industry and prevailing economic conditions

10. **Leave:** You are eligible for 24days leave per annum. Company's leave policy shall apply to your employment and may be modified by Company at any time, in its sole discretion, upon notice to you

11. **Working Hours:** Company's general working hours are from 9.00 am to 6.00 pm, Monday through Friday. You may be required to work additional hours as may be necessary for the efficient execution of your responsibilities. Your weekly off may not necessarily be for 2 days and not necessarily be on Saturday and Sunday. Company may, at any time and in its sole discretion, change the working hours applicable to you upon notice to you

12. **Non-Disclosure agreement (NDA):** You are required to sign a separate NDA document covering the following clauses: Confidential Information, Intellectual Property Ownership Rights, Non-compete, Non-solicit and Non-circumvent.

13. **Past Record and Unsatisfactory Services:** It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company. If at any time it emerges that such particulars were false or incorrect or that any material or relevant information had been suppressed or concealed or exaggerated, any employment pursuant hereto will be considered ineffective and irregular and will be liable to be terminated by the Company without notice or salary in lieu of notice, without prejudice to the right of the Company to take disciplinary action against you. The Company will be entitled to conduct such background checks and medical examination upon you as it may deem fit and you hereby expressly grant the Company the permission to do so and waive and all rights under applicable law in this regard

14. **Termination:**
    - You or the Company may terminate your service at any time by giving 60 days' notice or basic salary in lieu thereof. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect

- In the event of disputed separation, where the client and/or the Company faces any monetary damage due to the separation, the Company reserves the right to withhold all the non-statutory payments due to you. The Company may further reserve the right to recover any amount receivable/recoverable from you including salary in lieu of un-served notice period.
- Company shall have the right, at its sole discretion, to terminate your contract of employment with Company 'for cause' at any time, without any further payment to you, specifying the reason for such termination, and you shall not be entitled to any incentive compensation for the period ending on the date of such termination. For purposes of this subparagraph, 'cause' shall mean (i) your involvement in any act of moral turpitude; (ii) your misconduct (willful, intentional or otherwise) or negligence during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; (iii) your embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients; (iv) your participation or abetment in a strike in contravention of any law; (v) damaging the property of the Company; (vi) continued discharge of work functions, which do not meet the standards reasonably expected by the Company from you; or (vii) the breach by you of a material term of this letter, NDA, policies of the Company or your failure to implement the reasonable business requests or directions of the Company.
- Full & Final Settlement dues (if any) shall be settled upon due receipt of clearance from concerned departments.
- You will retire from the services of the Company on attaining the age of superannuation 60 years.
- Any notice required to be given to you shall be deemed to be duly and properly given if delivered to you personally or sent by registered post to you at your address in India or by e-mail to your last personal e-mail address as recorded with the Company

15. Consequence of Termination:

(a) Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return to the Company: (i) any property belonging to the Company, such as laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; (ii) all Confidential Information and any work product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents; and (iii) amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing

(b) Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training

(c) Any termination of employment or the terms hereof shall be without any further liability, except as specified above, of Company and its affiliates and their employees, contractors or clients to you or to your heirs, administrators, successors or assigns

16. **Indemnification:** You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained hereof

17. **Mode of Communication:** Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e- mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management of the Company thereafter

18. **Entire Agreement:** This letter sets forth the entire agreement and understanding between the Company and you relating to the subject matter herein and merges all prior discussions between the parties. No modification of or amendment to this letter, nor any waiver of any rights under this letter, will be effective unless in writing signed by the parties

19. **General:** These terms of employment and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. The Company may assign these terms of employment, in part or whole, upon notice to you. No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of employment will operate as a waiver of such powers, rights or remedies. If any provision of these terms of employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these terms of employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These terms of employment will be construed in accordance with and governed by the laws of India. Upon your acceptance, these terms of employment,
together with the employment letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements negotiations, representations, and proposals relating to the subject matter hereof

20. **Miscellaneous**:
    (a) You will notify the Company immediately of every incapacitation from work and its probable duration. Upon request by the Company, reasons for the incapacitation must be given to the Company by you.
    (b) You represent and warrant that you have not entered into any previous or contemporaneous of this agreement, or which would preclude you from fully performing your job responsibilities for the Company.
    (c) All of the rights, duties and obligations between the Company and you as set forth in this letter are in addition to those provided by applicable law and none of the remedies specifically provided for in this letter will preclude either you or the Company from pursuing additional remedies available to either of the parties.
    (d) It is agreed that any dispute of whatsoever nature between you and the Company will be subject to the jurisdiction of Bangalore Courts only, whether they be any other courts or tribunal or authority of whatsoever nature.
    (e) If one or more provisions of this letter are held to be illegal or unenforceable under Indian law, such illegal or unenforceable portion(s) shall be limited or exclude from this letter to the minimum extent required so that this letter shall otherwise remain in full force and effect and enforceable in accordance with their terms.

21. On the Date of Joining:

a. **Reporting Time**: 09:00am

b. **Reporting Location**: Will be updated 3 weeks before the date of joining

c. Mandatory documents to be submitted is as below:

i. 3 self-photographs (passport sized, color photos with a white background)

ii. Originals and 1 set of photocopies of the following documents:

1. All Educational documents including X, XII, Graduation and Post-Graduation certificates and all year mark sheets. Photocopies should include both front and back sides of certificate/ Mark sheet
2. PAN card, AADHAR and Passport, if you do not have any of the documents, kindly apply and carry the document/ acknowledgement on the day of your joining
3. If you have stated that you are differently abled in your application to Altimetrik, please bring related certificate as per the prescribed format, duly filed & signed
4. If you have ever changed your name at any point of time, and for any reason whatsoever, please bring supporting documents for the same
5. Valid Indian Work Permit, if applicable

iii. Documents required for UAN (Universal Account Number) for Employee Provident Fund (One set of photocopies of the below documents, which are self-attested) if applicable

1. Bank Account Document (A Cancelled Cheque leaf or a copy of Cheque leaf or Bank Statement (having IFSC Code) or Passbook (having IFSC Code))
2. Copy of ID Proof (NPR/ Aadhaar or PAN Card or Passport or Driving License or Election Card or Ration Card or ESIC Card)

b. You are required to submit above mentioned documents or such other documents requested by Altimetrik during your employment within the time stipulated by Altimetrik. Non submission of the documents within the stipulated time will be considered as misconduct and Altimetrik may take appropriate action as per Disciplinary Policy.

22. Retention Bonus: You are entitled to a Retention Bonus ("Bonus") of **INR 1,50,000**, which will be paid out as per the below timelines:

Retention Bonus Payout Period	Amount
On completion of 01 month	INR 50,000
On completion of 07 months	INR 50,000
On completion of 13 months	INR 50,000

Retention bonus will be paid in the subsequent month of completing the above said period. In the event of your separation or termination from the company on/before 12 months, you will not be eligible for the retention bonus and you agree that you shall return the entire bonus to the company, inclusive of the tax deducted. The company shall also be entitled to take the bonus into account for reconciling any amounts due to you from the company. Any such deduction from amounts owing to you by the Company upon separation/termination as aforesaid shall not affect the Company's rights in law or equity in respect of the Amount of un-recovered Bonus, if any. The bonus shall be subject to all statutory deductions. All applicable taxes in respect of the Bonus shall be to your account.

It gives me great pleasure to invite you to join the Altimetrik family. We will be delighted to have you as part of our growing family and be a key contributor to the success of Altimetrik

Sincerely,

For **Altimetrik India Pvt Ltd.,**

KRISHNA MUNIRAMAIAH

Digitally signed by KRISHNA MUNIRAMAIAH
Date: 2022.03.04 12:58:47 +05'30'

Krishna Muniramaiah

APAC Head- Human Resources

ACCEPTANCE OF EMPLOYMENT TERMS AND CONDITIONS:

I agree that I have read, understand, and accept employment with Altimetrik under the terms and conditions stated above.

(Please sign below to confirm that you agree with the terms and conditions stated in this employment.)

Signature: Kola Saikiran

Digitally signed by Kola Saikiran
Date: 2022.03.05 14:56:15 +05'30'

Printed Name: _____

Date: _____ Date of Joining (if requesting an alternative date): _____

ANNEXURE I

Mr. K Damodhar

	Components	**Annual**	**Monthly**
A	Basic Pay	2,10,000.00	17,500.00
B	House Rent Allowance	1,05,000.00	8,750.00
C	Leave Travel Allowance	35,004.00	2,917.00
D	Flexible Benefit Plan	1,30,500.00	10,875.00
E	Meal Voucher	13,200.00	1,100.00
F	Statutory Bonus	21,000.00	1,750.00
	Gross Fixed Pay (A to F)	**5,14,704.00**	**42,892.00**
G	Employer's Contribution to Provident Fund	25,200.00	2,100.00
H	Employer's Contribution to ESI	-	-
I	Gratuity	10,104.00	842.00
	Total Cost to Company (A to I)	**5,50,008.00**	**45,834.00**

Your monthly Net Pay = Gross Fixed Pay (A to F) – (PF, ESIC, Professional Tax, Income Tax & Insurance)

ANNEXURE II

SALARY COMPONENT AND BENEFITS EXPLANATION **(For detailed information please refer to Company policies, which are subject to change from time to time)**		
COMPONENT	**%**	**EXPLANATION**
Basic Salary	40% of gross compensation	Fundamental component of your salary that is linked to many other components
House Rent Allowance (HRA)	50% of Basic Salary (Maximum)	To be used for paying house rent
Flexible Benefit Plan (FBP)	Balancing amount from gross salary based on other components	Employee has to opt for these benefits by submitting the FBP declaration form 1) Meal Voucher 2) Vehicle Maintenance and Driver Salary - Employees with 4 Wheeler Vehicle that are registered in their name and are using the vehicle for primarily official purposes can avail this tax benefit. 4 Wheeler < 1600 CC are eligible for tax benefit up to INR 1800 4 Wheeler > 1600 CC are eligible for tax benefit up to INR 2400 In case a driver is employed, employee will be eligible for an additional exemption of INR 900 per month (employee must submit the license copy of the driver along with the salary receipts. 3) The National Pension System (NPS) is a contribution based pension system launched by the Government of India. This allows employees to augment their retirement solutions. This is a voluntary contribution it is up to the employee to avail the scheme. Employees can make a monthly contribution of a minimum INR 500 to a maximum of 10% of the basic. The amount will be rounded off to the nearest INR 100
Leave Travel Allowance (LTA)	2 Months Annual Basic	Paid as monthly allowance and is tax exempted to the extent of bills submitted for reimbursement. Up to maximum of economy class air fare twice during a four year period as per Income Tax rules
Meal Voucher	INR 1100 or INR 2200 per Month	Meal Cards - provided by the company based on voluntary declaration and is tax exempted. One can opt for INR 1100 per month or INR 2200 per month as part of initial declarations upon joining the company
Gratuity	4.81% of basic salary	Payment of Gratuity will be governed by "Payment of Gratuity Act 1972" and subjected to applicable taxes as per Indian Income Tax Act.
Employee State Insurance Act		Until your monthly wages are less than INR 21,000/- or such other amount prescribed by law, you will be covered under Employee State Insurance Act , 1948 (ESIC) and will entitled to avail benefits under the same
Payment of Bonus Act		Until your monthly wages are less than INR 21,000/- or such other amount prescribed by law, you will be covered under Payment of Bonus Act , 1965
Provident Fund	12% of Basic Salary or INR 1800 Per Month	Contributions towards Provident Fund. Two options are available. Option I: Limit equal contribution of 12% of basic salary from employer and employee. This option will give you consistent take home salary, decrease your tax liability and increase your ability to save for retirement Option II: Limit equal contribution of INR 1800 from employer and employee. This option will certainly give you a higher take home salary and conversely increase your tax liability and reduce your ability to save for retirement

<table>
<tr><td></td><td></td><td>The difference is adjusted with FBP (Flexible Benefit Plan) keeping the CTC as constant. The options are available at the time of joining.
Employees can choose to make Voluntary contributions to PF account in addition to the options above (VPF)</td></tr>
<tr><td>Group Term Life Insurance Plan</td><td>3 times of annual CTC subject to min of INR 20,00,000/-</td><td>This is a company paid benefit which provides group term life coverage to all employees of Altimetrik India Pvt. Ltd. The benefit basis for life coverage will be 3 times of Annual CTC subject to a minimum of INR 20,00,000/-. The coverage is subject to completion of the Insurance company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.</td></tr>
<tr><td>Group Personal Accident Plan</td><td>2 times of annual CTC subject to min of INR 20,00,000/-</td><td>This is a company paid benefit which provides group personal accident coverage to all employees of Altimetrik India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment will be 2 times of the Annual Cost to the Company subject to a minimum of INR 20,00,000/-.</td></tr>
<tr><td>Group Mediclaim Insurance Policy</td><td>Base Sum Insured of INR 3 Lakhs per family, with the option to Top Up in multiples of 1 Lakh up to 7 Lakhs</td><td>Altimetrik provides a Family Floater cover with a Base Sum Insured of INR 3 Lakhs which costs approximately about INR 15,000/- per employee. Employees can cover their family members (Self + Spouse + 2 Kids + Parents/In laws) under this policy, with no additional cost burden on themselves.

Employees will also have the option to Enhance their Sum Insured by paying the applicable Premium. The details of the same is available in the below table:

<table>
<tr><th>Base Sum insured</th><th>Enhancement Sum Insured</th><th>Total Sum Insured</th><th>Annual Premium (Recoverable from employees)</th></tr>
<tr><td>INR 3 Lakhs</td><td>-</td><td>INR 3 Lakhs</td><td>-</td></tr>
<tr><td>INR 3 Lakhs</td><td>INR 1 Lakh</td><td>INR 4 Lakhs</td><td>INR 4,206</td></tr>
<tr><td>INR 3 Lakhs</td><td>INR 2 Lakhs</td><td>INR 5 Lakhs</td><td>INR 6,308</td></tr>
<tr><td>INR 3 Lakhs</td><td>INR 3 Lakhs</td><td>INR 6 Lakhs</td><td>INR 9,462</td></tr>
<tr><td>INR 3 Lakhs</td><td>INR 4 Lakhs</td><td>INR 7 Lakhs</td><td>INR 10,881</td></tr>
<tr><td>INR 3 Lakhs</td><td>INR 5 Lakhs</td><td>INR 8 Lakhs</td><td>INR 12,514</td></tr>
<tr><td>INR 3 Lakhs</td><td>INR 6 Lakhs</td><td>INR 9 Lakhs</td><td>INR 14,390</td></tr>
<tr><td>INR 3 Lakhs</td><td>INR 7 Lakhs</td><td>INR 10 Lakhs</td><td>INR 16,549</td></tr>
</table>

In case you fail to opt for any of the above option, you will be enrolled under the default Sum Insured option of 3 Lakhs. You need to enrol your immediate family (Spouse & 2 Children and dependent parents/in-laws) within 45 days of joining. Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed</td></tr>
</table>

Leave Encashment	Annual Leave Encashment of up to 15 days	Leave balance for the calendar year over and above 30 days (maximum carry forward) and subject to a maximum of 15 days will be encashed at the end of every year. The encashment will be computed on the Monthly Basic Salary of an employee.

ALTIMETRIK™

SIMPLIFY TECHNOLOGY | AMPLIFY POSSIBILITY

Employment Offer

About Us

About Us

We deliver outcomes for our clients by rapidly enabling digital business & culture and infuse speed and agility into enterprise technology and connected solutions. We partner with Fortune 500 companies to deliver fast, meaningful outcomes. As practitioners of end-to-end business and technology transformation, we deliver measurable results for clients across financial services, payments, retail, automotive, healthcare, manufacturing, and other industries. Founded in 2012, we have offices across the globe and over 3000 energized employees.

Turnover
$140 + million
& growing

Key Clients

Quick Facts

- **4200+ Practitioners World Wide & Growing**
- **Headquartered in Michigan, USA**
- **Development centers in India, US, Uruguay and Poland**
- **Industry Focus**
  - Payments/FinTech
  - Manufacturing/Automotive
  - Healthcare/Life Sciences
  - Retail/CPG

Worldwide Presence

Certifications and Awards

Gartner — Identified by Gartner as vendors to watch for Mobile Application Development & Mobile Application Testing 201

NASSCOM — Influencers of industry 4.0 through Digital India & Engineering R&D council of NASSCOM, Diety & Government of India (GoI)

IDC — Identified as a leading technology solutions provider in the Industrial Interner of Things (IIoT) apace

Corporate plus+ member of National Minority & Supplier Development Council

Top 100 **Best Places to Work** for Women

Top 100 **Best Places to Work** since 2021

Top 25 **Best Places to Work** in IT & IT-BPM

Our Work Culture

Our Work Culture

Our Leadership Team

Raj B. Vattikuti
Executive Chairman

Raj Vattikuti, is a philanthropist and successful entrepreneur who founded a string of successful enterprises, including Altimetrik, Covansys, Synova, Vattikuti Ventures, Vattikuti Technologies, and Davinta Technologies.

Through his different ventures, Raj has supported leading global players in healthcare, manufacturing, automotive, retail, travel & hospitality, financial services and is committed to making technology accessible to the less privileged.

Raj Sundaresan
Chief Executive Officer

Raj Sundaresan is a seasoned technology and business leader with extensive experience in cultivating successful product development teams around the globe. At Altimetrik, Raj is responsible for leading and implementing the company's growth strategy.

Prior to Altimetrik, Raj held various leading roles with technology and product teams at Visa, eBay, and PayPal.

Ranga Kanapathy
Head - Global Delivery , India technology Center, APAC Business

As Head of Global Delivery and Engineering, Ranga Kanapathy is focused on engineering rigor and delivery.

Ranga has over two decades of industry experience, previously working for VISA Data Labs as India Head. Prior to VISA Data Labs, Ranga occupied leadership roles at PayPal and Covansys, and cofounded two startups in India that provide technology solutions to large enterprises.

Henk Vlietstra
Chief Operating Officer

Jeffrey Fleischman
Chief Marketing Officer

Anil Somani
Chief Transformation Officer
US West

Manuel Vidal
Head of Uruguay
Technology Center

Krishna Muniramaiah
APAC Head - Human Resources

Jarek Wawro
Head of Engineering and
Poland Technology Center

Uday Deo
Chief Transformation Officer
Midwest and Europe

Omar Arana
Head of Engineering and
Mexico Technology Center

Mohammed Farooqui
Chief Transformation Officer
US East

Bheem Adavikolanu
Chief Transformation Officer
UK, Northern Ireland, and Europe

Hello M Venkataramana

Congratulations on your selection at Altimetrik - one of the fastest growing global Digital Technology Company!

I am delighted to extend this offer to you to join our highly energetic and innovative team helping Fortune 100 companies modernize and transform their business.

With our engineering excellence, product mindset, and delivery focus, we have become partners to many marquee global brands. Our results driven philosophy has earned the trust of several new clients, placing us on a promising growth trajectory. Even with the recent global pandemic, we are able to continue a substantial growth rate due to our unfailing delivery commitment to customers while taking utmost care of all our employees.

As a workplace, we take pride in our best-in-class policies and standards, and a hyper-collaborative and innovative work culture. A testimonial to our consistent efforts is that we have been ranked in the Top 100 Best Places to Work by the Great Places to Work Institute for five consecutive years, rising up the ranks. This year, we are extremely proud to be ranked 36th and for being in the Top 50 workplaces club for second consecutive time. In addition we are ranked TOP 25 in the IT&IT-BPM category and in the TOP 100 in the Best Workplaces for Women category

India nests the company's largest Technology Center with over 3000 employees across Chennai, Bengaluru, Pune and Hyderabad, catering to our remarkable client portfolio globally. We enable the growth of our business by cultivating a solutioning mindset that helps our clients achieve relevant business outcomes. Delivery excellence is of utmost importance for us to ensure customer satisfaction. As a people centric organization, we help our employees evolve as practitioners in both their tech and business domains. Our approach posits us as a company to be highly agile in technology adoption and stay ahead in the market.

Innovation and learning are therefore given the highest decree here. If you have the zeal to learn, or an idea you believe in, you will discover the ideal culture to help you realize your passion and follow it.

I am confident you will experience personal growth and value in your career with Altimetrik, and be a prized addition to our team. Hoping to see you soon!

Best regards,

Ranga Kanapathy

04 March 2022

Mr. M Venkataramana

5-1098/D14, Thangavel Nagar,

Santhapet, Chittoor,

Andhra Pradesh 517004.

E-Mail: selvivenkataramana@gmail.com | Mobile: 6301797850

EMPLOYMENT LETTER

Dear M Venkataramana ,

On behalf of Altimetrik India Private Limited, we are pleased to offer you the position of **"Associate Engineer – Product and Platform Engineering"**. Attached are the specific terms and conditions of your employment – please read these important details carefully, including your compensation and benefits.

1. **Date of Employment:** Your employment will be effective on your date of joining, which shall be not be later than **16th August 2022.** Please contact us immediately if you require an alternative joining date. In the event you fail to join us on or before **16th August 2022**, this offer for employment will stands withdrawn without any further obligation from our side.

2. **Emoluments:** Your per annum cost to the Company is **INR 5,50,008/-** the breakup of which is shown in Annexure - I. Your remuneration is strictly confidential and we expect you to treat this information and any changes made therein from time to time as Personal and Confidential. Unless otherwise provided by Company, your salary shall be paid monthly. The total amount paid will be your salary less any statutory, standard, permissible or elected deductions or set-offs applicable to your employment. In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date. In case you have any queries in this regard, you may discuss the matter with your reporting manager.

3. **Designation:** Company reserves the right to alter your designation as it shall from time to time determine, in accordance with Company's policy.

4. **Posting and Period of Employment:** Your services are transferable and you may be assigned to any office of the Company or to any subsidiary or associate company, whether now existing or still to be formed whether in India or abroad. You may also be deputed to any of our customer's locations. Such transfer/deputation will be in accordance with the Company's rules being in force at the time.

5. **Duties:** The roles, responsibilities and duties appropriate to your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company, contractors and clients. You will be required to report to any reporting manager at the discretion of the Company. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.

6. **Leave Without Approval:** If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice

7. **Travel and Expenses**: You may be required to travel, whether in or around India or overseas, in connection with your employment with Company upon short notice to you. While traveling for work, your expenses and costs in connection with such travel and any other expenses incurred by you during the course of your employment will be reimbursed in accordance with the current travel and expense policy of Company. You are expected to keep your passport valid at all times

8. **Employee Benefits Program:** You will be covered by the Company sponsored Employee Benefit Program as applicable from time to time

9. **Salary Review:** Your compensation will be reviewed periodically as per the Company's policy and your salary may be adjusted depending upon various factors, including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Company's policy to review the compensation payable to its employees for successive years and such compensation may be higher or lower than the compensation received for the previous year depending on various factors, including the overall performance of the Company, the Industry and prevailing economic conditions

10. **Leave:** You are eligible for 24days leave per annum. Company's leave policy shall apply to your employment and may be modified by Company at any time, in its sole discretion, upon notice to you

11. **Working Hours:** Company's general working hours are from 9.00 am to 6.00 pm, Monday through Friday. You may be required to work additional hours as may be necessary for the efficient execution of your responsibilities. Your weekly off may not necessarily be for 2 days and not necessarily be on Saturday and Sunday. Company may, at any time and in its sole discretion, change the working hours applicable to you upon notice to you

12. **Non-Disclosure agreement (NDA):** You are required to sign a separate NDA document covering the following clauses: Confidential Information, Intellectual Property Ownership Rights, Non-compete, Non-solicit and Non-circumvent.

13. **Past Record and Unsatisfactory Services:** It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company. If at any time it emerges that such particulars were false or incorrect or that any material or relevant information had been suppressed or concealed or exaggerated, any employment pursuant hereto will be considered ineffective and irregular and will be liable to be terminated by the Company without notice or salary in lieu of notice, without prejudice to the right of the Company to take disciplinary action against you. The Company will be entitled to conduct such background checks and medical examination upon you as it may deem fit and you hereby expressly grant the Company the permission to do so and waive and all rights under applicable law in this regard

14. **Termination:**
    - You or the Company may terminate your service at any time by giving 60 days' notice or basic salary in lieu thereof. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect

- In the event of disputed separation, where the client and/or the Company faces any monetary damage due to the separation, the Company reserves the right to withhold all the non-statutory payments due to you. The Company may further reserve the right to recover any amount receivable/recoverable from you including salary in lieu of un-served notice period.
- Company shall have the right, at its sole discretion, to terminate your contract of employment with Company 'for cause' at any time, without any further payment to you, specifying the reason for such termination, and you shall not be entitled to any incentive compensation for the period ending on the date of such termination. For purposes of this subparagraph, 'cause' shall mean (i) your involvement in any act of moral turpitude; (ii) your misconduct (willful, intentional or otherwise) or negligence during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; (iii) your embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients; (iv) your participation or abetment in a strike in contravention of any law; (v) damaging the property of the Company; (vi) continued discharge of work functions, which do not meet the standards reasonably expected by the Company from you; or (vii) the breach by you of a material term of this letter, NDA, policies of the Company or your failure to implement the reasonable business requests or directions of the Company.
- Full & Final Settlement dues (if any) shall be settled upon due receipt of clearance from concerned departments.
- You will retire from the services of the Company on attaining the age of superannuation 60 years.
- Any notice required to be given to you shall be deemed to be duly and properly given if delivered to you personally or sent by registered post to you at your address in India or by e-mail to your last personal e-mail address as recorded with the Company

15. Consequence of Termination:

(a) Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return to the Company: (i) any property belonging to the Company, such as laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; (ii) all Confidential Information and any work product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents; and (iii) amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing

(b) Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training

(c) Any termination of employment or the terms hereof shall be without any further liability, except as specified above, of Company and its affiliates and their employees, contractors or clients to you or to your heirs, administrators, successors or assigns

16. **Indemnification:** You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained hereof

17. **Mode of Communication:** Other than general notices, which may be intimated by e-mail, general notice, announcement on the Company's web site, bulletin e- mail, bulletin boards and other similar postings, notices will be provided to you in person, by email or by ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management of the Company thereafter

18. **Entire Agreement:** This letter sets forth the entire agreement and understanding between the Company and you relating to the subject matter herein and merges all prior discussions between the parties. No modification of or amendment to this letter, nor any waiver of any rights under this letter, will be effective unless in writing signed by the parties

19. **General:** These terms of employment and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. The Company may assign these terms of employment, in part or whole, upon notice to you. No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of employment will operate as a waiver of such powers, rights or remedies. If any provision of these terms of employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these terms of employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These terms of employment will be construed in accordance with and governed by the laws of India. Upon your acceptance, these terms of employment,
together with the employment letter (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements negotiations, representations, and proposals relating to the subject matter hereof

20. **Miscellaneous**:
    (a) You will notify the Company immediately of every incapacitation from work and its probable duration. Upon request by the Company, reasons for the incapacitation must be given to the Company by you.
    (b) You represent and warrant that you have not entered into any previous or contemporaneous of this agreement, or which would preclude you from fully performing your job responsibilities for the Company.
    (c) All of the rights, duties and obligations between the Company and you as set forth in this letter are in addition to those provided by applicable law and none of the remedies specifically provided for in this letter will preclude either you or the Company from pursuing additional remedies available to either of the parties.
    (d) It is agreed that any dispute of whatsoever nature between you and the Company will be subject to the jurisdiction of Bangalore Courts only, whether they be any other courts or tribunal or authority of whatsoever nature.
    (e) If one or more provisions of this letter are held to be illegal or unenforceable under Indian law, such illegal or unenforceable portion(s) shall be limited or exclude from this letter to the minimum extent required so that this letter shall otherwise remain in full force and effect and enforceable in accordance with their terms.

21. On the Date of Joining:

a. **Reporting Time**: 09:00am

b. **Reporting Location**: Will be updated 3 weeks before the date of joining

c. Mandatory documents to be submitted is as below:

   i. 3 self-photographs (passport sized, color photos with a white background)

   ii. Originals and 1 set of photocopies of the following documents:

      1. All Educational documents including X, XII, Graduation and Post-Graduation certificates and all year mark sheets. Photocopies should include both front and back sides of certificate/ Mark sheet
      2. PAN card, AADHAR and Passport, if you do not have any of the documents, kindly apply and carry the document/ acknowledgement on the day of your joining
      3. If you have stated that you are differently abled in your application to Altimetrik, please bring related certificate as per the prescribed format, duly filed & signed
      4. If you have ever changed your name at any point of time, and for any reason whatsoever, please bring supporting documents for the same
      5. Valid Indian Work Permit, if applicable

   iii. Documents required for UAN (Universal Account Number) for Employee Provident Fund (One set of photocopies of the below documents, which are self-attested) if applicable

      1. Bank Account Document (A Cancelled Cheque leaf or a copy of Cheque leaf or Bank Statement (having IFSC Code) or Passbook (having IFSC Code))
      2. Copy of ID Proof (NPR/ Aadhaar or PAN Card or Passport or Driving License or Election Card or Ration Card or ESIC Card)

b. You are required to submit above mentioned documents or such other documents requested by Altimetrik during your employment within the time stipulated by Altimetrik. Non submission of the documents within the stipulated time will be considered as misconduct and Altimetrik may take appropriate action as per Disciplinary Policy.

22. Retention Bonus: You are entitled to a Retention Bonus ("Bonus") of **INR 1,50,000**, which will be paid out as per the below timelines:

Retention Bonus Payout Period	Amount
On completion of 01 month	INR 50,000
On completion of 07 months	INR 50,000
On completion of 13 months	INR 50,000

Retention bonus will be paid in the subsequent month of completing the above said period. In the event of your separation or termination from the company on/before 12 months, you will not be eligible for the retention bonus and you agree that you shall return the entire bonus to the company, inclusive of the tax deducted. The company shall also be entitled to take the bonus into account for reconciling any amounts due to you from the company. Any such deduction from amounts owing to you by the Company upon separation/termination as aforesaid shall not affect the Company's rights in law or equity in respect of the Amount of un-recovered Bonus, if any. The bonus shall be subject to all statutory deductions. All applicable taxes in respect of the Bonus shall be to your account.

It gives me great pleasure to invite you to join the Altimetrik family. We will be delighted to have you as part of our growing family and be a key contributor to the success of Altimetrik

Sincerely,

For **Altimetrik India Pvt Ltd.,**

KRISHNA MUNIRAMAIAH

Digitally signed by KRISHNA MUNIRAMAIAH
Date: 2022.03.04 12:59:23 +05'30'

Krishna Muniramaiah

APAC Head- Human Resources

ACCEPTANCE OF EMPLOYMENT TERMS AND CONDITIONS:

I agree that I have read, understand, and accept employment with Altimetrik under the terms and conditions stated above.

(Please sign below to confirm that you agree with the terms and conditions stated in this employment.)

Signature: _____

Printed Name: _____

Date: _____ Date of Joining (if requesting an alternative date): _____

ANNEXURE I

Mr. M Venkataramana

	Components	**Annual**	**Monthly**
A	Basic Pay	2,10,000.00	17,500.00
B	House Rent Allowance	1,05,000.00	8,750.00
C	Leave Travel Allowance	35,004.00	2,917.00
D	Flexible Benefit Plan	1,30,500.00	10,875.00
E	Meal Voucher	13,200.00	1,100.00
F	Statutory Bonus	21,000.00	1,750.00
	Gross Fixed Pay (A to F)	**5,14,704.00**	**42,892.00**
G	Employer's Contribution to Provident Fund	25,200.00	2,100.00
H	Employer's Contribution to ESI	-	-
I	Gratuity	10,104.00	842.00
	Total Cost to Company (A to I)	**5,50,008.00**	**45,834.00**

Your monthly Net Pay = Gross Fixed Pay (A to F) – (PF, ESIC, Professional Tax, Income Tax & Insurance)

ANNEXURE II

SALARY COMPONENT AND BENEFITS EXPLANATION **(For detailed information please refer to Company policies, which are subject to change from time to time)**		
COMPONENT	**%**	**EXPLANATION**
Basic Salary	40% of gross compensation	Fundamental component of your salary that is linked to many other components
House Rent Allowance (HRA)	50% of Basic Salary (Maximum)	To be used for paying house rent
Flexible Benefit Plan (FBP)	Balancing amount from gross salary based on other components	Employee has to opt for these benefits by submitting the FBP declaration form 1) Meal Voucher 2) Vehicle Maintenance and Driver Salary - Employees with 4 Wheeler Vehicle that are registered in their name and are using the vehicle for primarily official purposes can avail this tax benefit. 4 Wheeler < 1600 CC are eligible for tax benefit up to INR 1800 4 Wheeler > 1600 CC are eligible for tax benefit up to INR 2400 In case a driver is employed, employee will be eligible for an additional exemption of INR 900 per month (employee must submit the license copy of the driver along with the salary receipts. 3) The National Pension System (NPS) is a contribution based pension system launched by the Government of India. This allows employees to augment their retirement solutions. This is a voluntary contribution it is up to the employee to avail the scheme. Employees can make a monthly contribution of a minimum INR 500 to a maximum of 10% of the basic. The amount will be rounded off to the nearest INR 100
Leave Travel Allowance (LTA)	2 Months Annual Basic	Paid as monthly allowance and is tax exempted to the extent of bills submitted for reimbursement. Up to maximum of economy class air fare twice during a four year period as per Income Tax rules
Meal Voucher	INR 1100 or INR 2200 per Month	Meal Cards - provided by the company based on voluntary declaration and is tax exempted. One can opt for INR 1100 per month or INR 2200 per month as part of initial declarations upon joining the company
Gratuity	4.81% of basic salary	Payment of Gratuity will be governed by "Payment of Gratuity Act 1972" and subjected to applicable taxes as per Indian Income Tax Act.
Employee State Insurance Act		Until your monthly wages are less than INR 21,000/- or such other amount prescribed by law, you will be covered under Employee State Insurance Act , 1948 (ESIC) and will entitled to avail benefits under the same
Payment of Bonus Act		Until your monthly wages are less than INR 21,000/- or such other amount prescribed by law, you will be covered under Payment of Bonus Act , 1965
Provident Fund	12% of Basic Salary or INR 1800 Per Month	Contributions towards Provident Fund. Two options are available. Option I: Limit equal contribution of 12% of basic salary from employer and employee. This option will give you consistent take home salary, decrease your tax liability and increase your ability to save for retirement Option II: Limit equal contribution of INR 1800 from employer and employee. This option will certainly give you a higher take home salary and conversely increase your tax liability and reduce your ability to save for retirement

<table>
<tr><td></td><td></td><td>The difference is adjusted with FBP (Flexible Benefit Plan) keeping the CTC as constant. The options are available at the time of joining.
Employees can choose to make Voluntary contributions to PF account in addition to the options above (VPF)</td></tr>
<tr><td>Group Term Life Insurance Plan</td><td>3 times of annual CTC subject to min of INR 20,00,000/-</td><td>This is a company paid benefit which provides group term life coverage to all employees of Altimetrik India Pvt. Ltd. The benefit basis for life coverage will be 3 times of Annual CTC subject to a minimum of INR 20,00,000/-. The coverage is subject to completion of the Insurance company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.</td></tr>
<tr><td>Group Personal Accident Plan</td><td>2 times of annual CTC subject to min of INR 20,00,000/-</td><td>This is a company paid benefit which provides group personal accident coverage to all employees of Altimetrik India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment will be 2 times of the Annual Cost to the Company subject to a minimum of INR 20,00,000/-.</td></tr>
<tr><td>Group Mediclaim Insurance Policy</td><td>Base Sum Insured of INR 3 Lakhs per family, with the option to Top Up in multiples of 1 Lakh up to 7 Lakhs</td><td>Altimetrik provides a Family Floater cover with a Base Sum Insured of INR 3 Lakhs which costs approximately about INR 15,000/- per employee. Employees can cover their family members (Self + Spouse + 2 Kids + Parents/In laws) under this policy, with no additional cost burden on themselves.

Employees will also have the option to Enhance their Sum Insured by paying the applicable Premium. The details of the same is available in the below table:

<table>
<tr><th>Base Sum insured</th><th>Enhancement Sum Insured</th><th>Total Sum Insured</th><th>Annual Premium (Recoverable from employees)</th></tr>
<tr><td>INR 3 Lakhs</td><td>-</td><td>INR 3 Lakhs</td><td>-</td></tr>
<tr><td>INR 3 Lakhs</td><td>INR 1 Lakh</td><td>INR 4 Lakhs</td><td>INR 4,206</td></tr>
<tr><td>INR 3 Lakhs</td><td>INR 2 Lakhs</td><td>INR 5 Lakhs</td><td>INR 6,308</td></tr>
<tr><td>INR 3 Lakhs</td><td>INR 3 Lakhs</td><td>INR 6 Lakhs</td><td>INR 9,462</td></tr>
<tr><td>INR 3 Lakhs</td><td>INR 4 Lakhs</td><td>INR 7 Lakhs</td><td>INR 10,881</td></tr>
<tr><td>INR 3 Lakhs</td><td>INR 5 Lakhs</td><td>INR 8 Lakhs</td><td>INR 12,514</td></tr>
<tr><td>INR 3 Lakhs</td><td>INR 6 Lakhs</td><td>INR 9 Lakhs</td><td>INR 14,390</td></tr>
<tr><td>INR 3 Lakhs</td><td>INR 7 Lakhs</td><td>INR 10 Lakhs</td><td>INR 16,549</td></tr>
</table>

In case you fail to opt for any of the above option, you will be enrolled under the default Sum Insured option of 3 Lakhs. You need to enrol your immediate family (Spouse & 2 Children and dependent parents/in-laws) within 45 days of joining. Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed</td></tr>
</table>

Leave Encashment	Annual Leave Encashment of up to 15 days	Leave balance for the calendar year over and above 30 days (maximum carry forward) and subject to a maximum of 15 days will be encashed at the end of every year. The encashment will be computed on the Monthly Basic Salary of an employee.

Codeyoung

Dated: 10-02-2022

To,

Mr. Marupuri Lokesh Naidu
B.Tech - Mechanical Engineering
Bharath Institute of Higher Education and Research
Chennai.

Subject: Offer Letter

Dear **Marupuri Lokesh Naidu,**

This has reference to your candidature and the subsequent campus interview you had with us. We are pleased to offer you the position of **Inside Sales Representative** in our organization based at the Bangalore location from **4th April 2022**. Please note the said joining date is subject to change considering the present pandemic situation.

Your appointment as Inside Sales Representative is subject to attaining the required Educational qualification as prescribed by the company.

You will receive a remuneration of **INR 7.36LPA (4.36l fixed + 3l variables paid on a monthly basis)** during your probation period.

Our detailed letter containing terms and conditions will be given to you on your joining. Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Yours Faithfully,

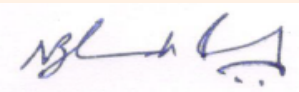

Aishwarya Naik

TA - Talent Management **Agree and Accepted**

16 March, 2022
Ref No: Hyd/HR/R&S/OL/22/2125

To
Ravindra Kumar Reddy
H.No-1/67, Main Street ,
Peddaventhurla ,
Kolimigindla , Karnool,
Andra Pradesh - 518166.,

Dear Ravindra,

Further to your interview discussion, we are happy to offer you the position of **Quality Assurance Analyst, Associate** with **"Infor (India) Private Limited** subject to the reference check and background verification done by Infor India.

Your place of posting will be **Hyderabad,** and we expect you to join us on **04 April, 2022**

You would be under an internship Programme through this fixed-term employment contract for a duration of 6 months from the date of joining and your salary will be INR 30,000 (Rupees thirty thousand only) per month as per **Annexure1**

After successful completion of internship and academics, your fixed-term employment would be converted into full-time regular employment with your salary being revised to **INR**. **600000**/- per annum (**Rupees Six Lakh** per annum) Only as per **Annexure2**

Your employment with us is contingent upon the submission of the following documents on the date of joining.

1. **Softcopy photocopy of**
    - **Education - SSC, Intermediate, Degree & PG (as applicable)**
    - **Personal IDs – Aadhaar Card, PAN Card, UAN Card, Driving License, Voter ID & Passport, etc**
2. **3 passport size colored photographs.**
3. **The name on the PAN card & the Aadhaar Card should be in the same format and the Date of Birth of Aadhar should be in DD/MM/YYYY format.**
4. **Photocopy of Address Proof (Permanent address proof of any of the below is mandatory- Electricity Bill, Telephone Bill, Driving license, Aadhar Card, etc)**

Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You can get in touch with the undersigned in case you need any clarifications.

We request you to confirm your acceptance of the offer via e-mail, phone, fax, or post. We look forward to having you onboard by the date mentioned above.
Thanking you

Regards

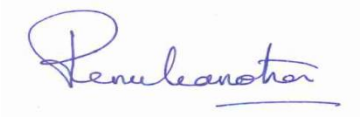

Renu Ganotra
Senior Director HR, India
The Skyview, Tower 10, Floor 4/5/6/7, Sy. No. 83/1,
Madhapur, Next to BioDiversity Park,
Raidurg Village, Serilingampally Mandal,
Ranga Reddy, Telangana – 500081 India
E-Mail: renu.ganotra@infor.com

Annexure 1

SALARY STACK-UP:

Salary Components	**Amount (INR)**
Basic (Per Month)	18000
H R A (Per Month)	7200
C P F (Per Month)	2160
Lunch (Per Month)	1100
Special Pay (Per Month)	1540
LTA (Per Annum)	0
Base Salary (Per Annum) *A	**360000**

Other Benefits

Leave Encashment (Per Annum)	9000
Medical Insurance (Per Annum)	35000
Gratuity (Per Annum)	12273
Total Benefits (Per Annum) *B	**56273**

Cost To Company (CTC); (A+B) Per Annum = INR 416273/-

*Gratuity is paid as per prevailing gratuity act

Annexure 2

SALARY STACK-UP:

Salary Components	**Amount (INR)**
Basic (Per Month)	18000
H R A (Per Month)	7200
C P F (Per Month)	2160
Lunch (Per Month)	1100
Special Pay (Per Month)	21540
LTA (Per Annum)	0
Base Salary (Per Annum) *A	**600000**

Other Benefits

Leave Encashment (Per Annum)	9000
Medical Insurance (Per Annum)	35000
Gratuity (Per Annum)	12273
Total Benefits (Per Annum) *B	**56273**

Cost To Company (CTC); (A+B) Per Annum = INR 656273/-

*Gratuity is paid as per the prevailing gratuity act.

Accepted :
Signature :
Date

Date: 10-01-2022

To,

Mr. Ravi Charan Baraka
B.Tech - CSE
Bharath Institute of Higher Education and Research
Chennai.

Subject: Offer Letter

Dear **Ravi Charan Baraka,**

This has reference to your candidature and the subsequent campus interview you had with us. We are pleased to offer you the position of **Software Engineer** in our organization based at the Chennai location from **1st June 2022**. Please note the said joining date is subject to change considering the present pandemic situation.

Your appointment as Software Engineer is subject to attaining the required Educational qualification as prescribed by the company.

You will receive a remuneration of **6.5 Lakhs Per Annum in INR (All Fixed)** during your probation period.

Our detailed letter containing terms and conditions will be given to you on your joining. Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Yours Faithfully,

Vandana Nerurkar

Senior Manager - Operations **Agree and Accepted**

Offer Letter

17-02-2022

Manikanta
Bharath Institute of Higher Education And Research,
Chennai, Tamil Nadu

Dear Manikanta,

We would like to congratulate you on being selected as Intern - Trainee Engineer position with Technologics Global Pvt. Ltd, effective 01-09-2022. The whole team of Technologics Global Pvt. Ltd. is excited about your on-boarding!!

Your major internship program will include **Python, Artificial Intelligence & Machine Learning.** Duration of the internship approximately will be 3 months.

As discussed during the selection process, this is an unpaid academic internship during which you will be expected to:

1. Increase the technical knowledge and real time industrial exposure.
2. Maximize employability skill.
3. To cover the gap between college education and the fundamental requirements of industry.
4. Placement assistance will be provided on fulfilment of following terms & Condition mentioned in this document.

Terms and conditions:

1. Intern will maintain a regular internship schedule and attendance determined by the supervisor.
2. Intern will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
3. Intern will obey the policies, rules and regulations of the company site and comply with the company's business practices and procedures.
4. Intern will furnish his/her supervisor with all necessary information pertaining to his/her unpaid internship, including related assignments and reports.
5. Under no circumstances will Intern leave the internship without first conferring with intern's supervisor.
6. Company is not liable for injury sustained or health conditions that may arise for the intern during the course of the internship.
7. Company may at any time terminate the intern on breaking the cardinal rules (like involvement of any sexual harassment or any activity which hamper the wellbeing of organisation social atmosphere) without notice or cause.
8. Your internship will include learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge.

Offer Letter

9. Just qualifying to be part of Internship program will not guarantee the employment unless the participants clear the post internship industry oriented assessment& following mandatory performance parameters
    a. Internship attendance : 100%
    b. Assignment rating : 80%+ (A+). If not candidates need to re-attempt and submit.
    c. Soft skill attendance: 100% and Soft-skill assessment rating 80% +
    d. Candidates should be flexible with technical and other personnel of TECHNOLOGICS in guiding principles of quality improvement with proactive feedback and support.
    e. Good code of conduct.

10. Based on the post assessment result Technologics Global will either hire for internal requirement or for our client companies.

11. **CTC:** On successfully clearing interview at client location candidates would be eligible for a salary range anywhere between 1.2 L to 3.6 L PA.

12. During the time of posting candidates should take the responsibility of negotiating all service level agreements effectively with employers.

Congratulations and we look forward you to take this opportunity as turning point of your career.
Please review, sign and mail to confirm acceptance.

Intern	For Company
_____	_____
Date	Title

TECHNOLOGICS
Global Pvt Ltd.

TEMENOS

TEMENOS INDIA PVT LTD

No 146 Sterling Road
Nungambakkam
Chennai 600 034 India

T: +91 (0) 44 7133 1000

www.temenos.com
CIN – U30006TN1995PTC032883

Temenos Offer

January 20, 2022 (MM/DD/YYYY)

Dear **TIRUMALASETTI SAIRAJ**
1-111, Abbanagudavalli, Guntur(Dist)
, Andhra Pradesh, 522261

It gives us immense pleasure in inviting you to join Temenos India (P) Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization's strengths of competence, commitment and customer orientation.

1.Position: **Software Engineer**

2.Band: **A**

3.Job Family: **Technical**

4.Location & Department: You will be posted any location based on the resource requirement at the time of your joining and alloted to a role in development/Testing/Support teams, as per the decision of management. Please note that all such roles enjoy equal premium and diversified career paths. We will communicate Location, role and Department details, after your successful completion of Induction Training.

5.Salary: Please refer to the annexure attached with the offer document for Salary Emoluments.

6.Date of joining: **February 17, 2022 (MM/DD/YYYY)**

7.Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise. Please note that the offer of employment and end of probation is subject to your successful completion of the stated qualifying degree and submission of supporting documents. All such supporting documents must be submitted to the HR department on or before **31st August 2022**. You will also be required to produce the original degree certificates for verification purposes. In addition to these terms, your performance during the probation period would be reviewed, before a decision is made to confirm your services.

8.Termination: One month notice during probationary period and three months notice after probation must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

9.Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

10.Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 45 days. Apart from this you will also be entitled to statutory public holidays.

11.Insurance: You will be entitled to the standard group medical insurance cover taken out by the company.

12.Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

13.Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

14.Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended.Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one week notice.

15.Training Agreement: At the time of joining, you need to sign the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training / Training Certification and all other costs related to training.

16.Product Knowledge Incentive: As part of Product Knowledge upgrade program, all employees working in Temenos Products will be assigned the Product Knowledge objectives after completing the probation period. Objectives will be set on quarterly / annual basis and the payment will be made only to those successfully achieved their Product Knowledge Incentive. You may need to discuss with your Manager on the same after joining Temenos. More details related to Product Knowledge Incentive is available in Temenos Intranet Portal.

17.Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

18.Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks. If the company is not satisfied on the outcome of your background checks, the company at its sole discretion, reserves the right to withdraw this offer without anynotice and may request for compensation or will take appropriate action against you, including, but not limited to termination of your employment.While conducting background checks, if there arises any doubts regarding any of the details furnished by you in the Offer Annexure, the company may at its sole discretion, ask you for further information to validate the facts or to substantiate the details that you have earlier provided to the company, to take appropriateaction.

19.Validity of the Offer: Offer of employment is subject to the following

a.Clearance by the company doctor based on the "medical examination".
b.This offer of employment shall be valid till February 17, 2022 **(MM/DD/YYYY)**. Upon receiving this offer letter, you are

requested to communicate your acceptance on the Cornerstone portal. You should join latest by February 17, 2022 **(MM/DD/YYYY).**

c.In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,

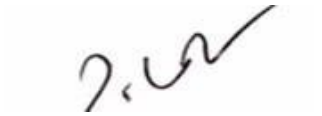

T. Sethu Rathinam
Vice President – Human Resources

ANNEXURE I - Salary Structure

Your salary structure would be as indicated below:

Salary Components	**INR Per Annum**
A - Gross Salary	
Basic	275,000.00
HRA	137,500.00
Basket of Allowance	113,500.00
Total	526,000.00
A.1-Incentive	
Product Knowledge Incentive	24,000.00
Total (A+A.1)	**550,000.00**
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	27,500.00
Insurance Benefit	7,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+A.1+B)	**631,221.00**

* **Short Term Incentive (STI):** The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.
Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,

T. Sethu Rathinam
Vice President – Human Resources

Salary Components:

a.**HRA:** Eligibility as per statutory requirements.

b.**Basket of Allowances (BOA):** BOA offers you the flexibility to design your salary structure within the defined tax framework, twice (Every April and after salary revision / After Joining) in a financial year. HRA, Professional Development Allowance, Telephone Reimbursement, Fuel Reimbursement, LTA, Children Education allowance and Hostel Allowance are part of BOA.

c.**Product Knowledge Incentive (PKI):** As part of Product Knowledge upgrade program, all employees working in Temenos Products will be assigned a set of Product Knowledge objectives for completion every year. This will kick in once you complete the 6 month probation period. Objectives will be set on quarterly / annual basis and the incentive would be paid on completion against the designated timeline. Your reporting manager would discuss with you on this after your confirmation.

Other Benefits:

d.**Provident Fund:** Employer's contribution towards the Provident fund.

e.**Gratuity:** Eligibility & Payment as per statutory requirements.

f.**Superannuation:** The Superannuation policy will be applicable to all confirmed employees who opt for this scheme and equals the amount of contribution made by the employee subject to the maximum limit of 10% of employee basic salary.

g.**Insurance details:** You are eligible for the below schemes as per our company policy.

1.Group life Insurance
2.Group Mediclaim
3.Personal accident Insurance

I confirm I have received this offer letter and accept the terms detailed within.

Name: **TIRUMALASETTI SAIRAJ**

ANNEXURE II - Joining Documents Checklist

Name: **TIRUMALASETTI SAIRAJ**

Please refer to our Offer of Employment dated **January 20, 2022 (MM/DD/YYYY)** You may report for duty at 9.00 a.m on **February 17, 2022 (MM/DD/YYYY)** at II Floor, KG 360,IT Business Park, Plot No. 41, No 232/1, Dr. MGR Salai, Chennai, TAMIL NADU 600 096 IND.

You will be receiving an email from Connect (our HR portal for on-boarding) to complete the pre-boarding journey within 24 hours from your acceptance of our offer letter in Cornerstone. Before you enter Connect, kindly ensure that you have read the Instructions in the email received from Connect carefully and keep all the necessary information/scanned copies of the below mentioned documents ready. With regards to the experience certificate and relieving letter from your current employer, you may submit the hard copy on your date of joining and email the soft copy to anthony@temenos.com and cassendra@temenos.com.

On the date of joining, our dress code is business casuals / Indian formals. We reiterate that submission of documents detailed below is a qualifying condition for employment and no exceptions will be entertained.

1. Passport Size colour Photograph - 4 Nos. and Stamp Size Colour Photograph – 2 Nos. (Dark Shirt with White Background) and send your Passport Size Photo softcopy via email to geetha.venkatesan@temenos.com and cassendra@temenos.com
2. Scanned copies of the documents listed below

- X & XII Mark sheet
- UG: Semester wise mark sheets, consolidated mark sheet, Provisional & Degree Certificate
- PG: (If Applicable): Semester wise mark sheets, consolidated mark sheet, Provisional & Degree Certificate
- Diploma / Certificate Courses / Professional Courses: Certificate Copy
- Passport, Aadhaar Card, Birth Certificates and PAN Card copy or proof of applying for the same.

3.Experience and relieving letters from previous employers, previous employer UAN number or PF number if applicable.

4.Previous Employer PF Passbook.

5.For Freshers : Two reference letters to be submitted (Not to be obtained from friends or relatives)

6.Date of Birth of Parents/Spouse (Proof not required at the time of joining)

7.Communication Address proof document for opening salary account (photocopy of Passport / Telephone bill / Driving License / Bank Account Statement / Voters ID card)

Yours sincerely,

T. Sethu Rathinam
Vice President – Human Resources

TEMENOS

TEMENOS INDIA PVT LTD

No 146 Sterling Road
Nungambakkam
Chennai 600 034 India

T: +91 (0) 44 7133 1000

www.temenos.com
CIN – U30006TN1995PTC032883

ANNEXURE III - Temenos Pre - Employment Checkup

January 20, 2022 (MM/DD/YYYY)

DOC Medical Services Pvt Ltd
No.4, Ambadi Road, Kotturpuram,
Chennai – 600 085.
Phone Nos: 42188814 / 24472405

Dear Sir,

The bearer of this letter **TIRUMALASETTI SAIRAJ** has been selected to join our company. Please carry out the Temenos Pre-Employment Checkup and send the report directly to our office immediately. You may submit the bills to us on monthly basis, along with the copy of this letter, for settlement in due course.

Yours sincerely,

T. Sethu Rathinam
Vice President – Human Resources

ADBOX SOFTWARE PVT. LTD.
#448, 5th Main Road, 6 Sector,
Bangalore, 560 102 INDIA

JOB OFFER (INCLUDING 4 MONTHS BOOTCAMP)

20 November, 2021

Dear Inkollu Udaya Rajasekha,

We are very excited to extend this employment opportunity to you. The position starts with a 4-months immersive bootcamp where various Software Development/ R&D related responsibilities/ tasks shall be assigned to you, training and mentorship will be provided. This is a serious investment we will be making in anticipation of an excellent mutually beneficial relationship (of 3+ years).

During the 4 month bootcamp you shall be paid INR 10,000 per month. Post successful completion of the boot camp (and after your final year exam) you shall start your full time role of "Associate Product Engineer" at our Bangalore office with a total CTC package of INR 6,00,000 (including bonuses and benefits - please refer Annexure for detailed CTC break up). The compensation includes consideration for your services and obligations such as confidentiality, non-solicitation, non-compete, inventions and software copyright assignment and other terms as per employment agreement(s) with the company and/or as per company guidelines applicable.

Reporting Location: Bangalore
Notice Period: 3 months' notice if terminated by the employee and 1-month notice if terminated by the employer.

We value continuous learning, nurturing creativity and promoting innovation. Rest assured, that this opportunity will give you ample scope for all of this while working alongside colleagues who are kicked and passionate about what they do. Please sign a copy of this letter and return it to us before 22 November, 2021.

Feel free to reach us at hr@deltax.com anytime if you have any questions about anything at all.

Once again, congratulations! We look forward to welcoming you on board really soon.

For AdBox Software Pvt. Ltd.

(Ravi Kabra)
Authorized Signatory

Inkollu Udaya Rajasekha

ADBOX SOFTWARE PVT. LTD.
#448, 5th Main Road, 6 Sector,
Bangalore, 560 102 INDIA

ANNEXURE: CTC Breakup for Inkollu Udaya Rajasekha

Particulars	Amount (`) per month	Amount (`) per annum
FIXED COMPONENT (A)		
Basic	**20,000**	**2,40,000**
HRA (i)	**8,000**	**96,000**
Special Allowance (ii)	**4,000**	**48,000**
FLEXIBLE COMPONENTS (B) (iii)	**5,000**	**60,000**
Conveyance, Medical Reimbursement, Books & Periodicals Reimbursement, Meal Vouchers/ Reimbursements, Office Wear Reimbursement, Leave Travel Allowance, WFH Essentials reimbursement, Communications related reimbursement		
PERFORMANCE & LOYALTY BONUS (C) (iv)		
Quarterly Bonus		**48,000**
First Anniversary Bonus		**72,000**
OTHERS (D)		
Gratuity (v)		**12,000**
Cafeteria food/ snacks (vi)		**24,000**
TOTAL CTC PACKAGE (A+B+C+D)		**INR 600,000**
Monthly Gross Salary	**INR 37,000**	

(i) ***HRA:*** *HRA component is exempted from tax, subject to certain conditions as per the Income Tax Rules*

(ii) ***Special Allowance (SA):*** *The employer contribution to Provident Fund (PF) amount is included and paid within SA. If you opt-in for PF then the same shall be deducted from SA and paid into your PF account.*

(iii) ***Flexible Components:*** *These components are fully exempted from tax with timely qualified bills submission*

(iv) ***Performance and Loyalty Bonus:*** *INR 12,000 shall be paid as bonus quarterly and INR 72,000 shall be paid on the first anniversary of your full-time employment with the company. We will recover these bonuses if you are to leave the company for any reason before your second anniversary.*

(v) ***Gratuity:*** *Eligibility as per gratuity act. Pays-off when you have a long-term association with the company. We pay higher of the accumulated sum (~5% of basic during the employment period) or the amount specified by the act.*

(vi) ***Non-encashable benefit****: company reserves the right to offer/ modify/ withdraw these at anytime*

For AdBox Software Pvt. Ltd.

(Ravi Kabra)
Authorized Signatory

Inkollu Udaya Rajasekha

PAN: AAVCA6021D | acmegradeinfo@gmail.com
+91 88844 35151 | U72900KA2021PTC150439

26/12/2021

Dear **Kaaviyaa rammesh,**

We are pleased to offer you a **6 Months** Internship with Acmegrade Pvt. Ltd. “At- will basis” which can be extended. Please find the following confirmation of your internship:

Training Date: **07/02/2022** to **16/02/2022**

Internship Start Date: **17/02/2022**

Internship End Date: **17/08/2022**

Your job title will be **“Business Development Intern”.** Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time. By accepting this internship offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

You will be eligible for a stipend of INR ₹15,000 per month and INR ₹10,000 as incentives for the period based on revenue with statutory deductions as per the company policies & performance. As an intern you will not receive any of the employee benefits that regular employees receive. **During the internship period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 days’ notice should you wish to terminate your internship before the end of your tenure.**

By accepting this offer of Internship, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purpose or from disclosing it to anyone outside of the Company. In addition, you agree that, upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.

PAN: AAVCA6021D | acmegradeinfo@gmail.com
+91 88844 35151 | U72900KA2021PTC150439

By accepting this internship offer letter, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the company Email of your manager only.**

To indicate your acceptance, please mail the signed and scanned soft copy of the training Offer Letter and the documents as mentioned below to the <careers@acmegrade.com> within **two working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **ACMEGRADE if we do not receive your acceptance as per the mentioned timeline.**

NOTE: After completion of the internship your package will be from 4 - 6 Lakhs + Incentives based upon your internship performance.

Working Hours: 8 Hours/day
Target: ₹1,80,000/-

Job Type: Full Time Internship
Location: Bangalore.

Acceptance of the Candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Acmegrade, and will report on the mentioned training date.

SIGNATURE: _____ DATE: _____

(Candidate's Signature)

With Regards,
Rupal Kumar Singh
VP – Human Resources,
Acmegrade Pvt. Ltd.

Annexure-1

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: ● 10th standard or equivalent examination ● 12th standard or equivalent examination ● Graduation ● Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Color Scanned Copy of your Photographs
3.	PAN Card, Voter ID or Driving License Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

Candidate Name: - R.Vishali **Institute Name: - Bharath University**

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a Management Trainee by the Kotak Mahindra Group for;

- **Kotak Life**

Your ***remuneration*** per annum is **Rs.5,00,000** CTC plus annual incentives (subject to the minimum performance criteria of ("Mects Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

In case of any queries, do get in touch with us at the email id of the Hr Relationship manager for the Company you have been recruited for.

Vimlesh – RHR-TA	c.vimlesh@kotak.com
YCE Maniggandan – ZTA	Yce.maniggandan@kotak.com

Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group **Signature of the Candidate**

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: u66030mh2000plc128503

Registered Office:
2nd Floor,
Plot # C – 12,
BKC, Bandra (E)

Corporate Office:
7th Floor, Kotak Infiniti, Bldg. No. 21
Infinity Park, Off W. E. Highway,
General AK Vaidya Marn Malad

Candidate Name: - Santhosh Ramnath. S **Institute Name: - Bharath University**

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a Management Trainee by the Kotak Mahindra Group for;

- **Kotak Life**

Your ***remuneration*** per annum is **Rs.5,00,000** CTC plus annual incentives (subject to the minimum performance criteria of ("Mects Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

In case of any queries, do get in touch with us at the email id of the Hr Relationship manager for the Company you have been recruited for.

Vimlesh – RHR-TA	c.vimlesh@kotak.com
YCE Maniggandan – ZTA	Yce.maniggandan@kotak.com

Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group **Signature of the Candidate**

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: u66030mh2000plc128503

Registered Office:
2nd Floor,
Plot # C – 12,
BKC, Bandra (E)

Corporate Office:
7th Floor, Kotak Infiniti, Bldg. No. 21
Infinity Park, Off W. E. Highway,
General AK Vaidya Marn Malad

Candidate Name: - Jayasree.D **Institute Name: - Bharath University**

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a Management Trainee by the Kotak Mahindra Group for;

- **Kotak Life**

Your ***remuneration*** per annum is **Rs.5,00,000** CTC plus annual incentives (subject to the minimum performance criteria of ("Mects Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

In case of any queries, do get in touch with us at the email id of the Hr Relationship manager for the Company you have been recruited for.

Vimlesh – RHR-TA	c.vimlesh@kotak.com
YCE Maniggandan – ZTA	Yce.maniggandan@kotak.com

Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group **Signature of the Candidate**

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: u66030mh2000plc128503

Registered Office:
2nd Floor,
Plot # C – 12,
BKC, Bandra (E)

Corporate Office:
7th Floor, Kotak Infiniti, Bldg. No. 21
Infinity Park, Off W. E. Highway,
General AK Vaidya Marn Malad

Candidate Name: - Pavithra.V **Institute Name: - Bharath University**

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a Management Trainee by the Kotak Mahindra Group for;

- **Kotak Life**

Your ***remuneration*** per annum is **Rs.5,00,000** CTC plus annual incentives (subject to the minimum performance criteria of ("Mects Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

In case of any queries, do get in touch with us at the email id of the Hr Relationship manager for the Company you have been recruited for.

Vimlesh – RHR-TA	c.vimlesh@kotak.com
YCE Maniggandan – ZTA	Yce.maniggandan@kotak.com

Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group **Signature of the Candidate**

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: u66030mh2000plc128503

Registered Office:
2nd Floor,
Plot # C – 12,
BKC, Bandra (E)

Corporate Office:
7th Floor, Kotak Infiniti, Bldg. No. 21
Infinity Park, Off W. E. Highway,
General AK Vaidya Marn Malad

Candidate Name: - Prity Kumari **Institute Name: - Bharath University**

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a Management Trainee by the Kotak Mahindra Group for;

- **Kotak Life**

Your ***remuneration*** per annum is **Rs.5,00,000** CTC plus annual incentives (subject to the minimum performance criteria of ("Mects Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

In case of any queries, do get in touch with us at the email id of the Hr Relationship manager for the Company you have been recruited for.

Vimlesh – RHR-TA	c.vimlesh@kotak.com
YCE Maniggandan – ZTA	Yce.maniggandan@kotak.com

Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group **Signature of the Candidate**

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: u66030mh2000plc128503

Registered Office:
2nd Floor,
Plot # C – 12,
BKC, Bandra (E)

Corporate Office:
7th Floor, Kotak Infiniti, Bldg. No. 21
Infinity Park, Off W. E. Highway,
General AK Vaidya Marn Malad

Candidate Name: - Thiraj M **Institute Name: - Bharath University**

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a Management Trainee by the Kotak Mahindra Group for;

- **Kotak Life**

Your ***remuneration*** per annum is **Rs.5,00,000** CTC plus annual incentives (subject to the minimum performance criteria of ("Mects Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

In case of any queries, do get in touch with us at the email id of the Hr Relationship manager for the Company you have been recruited for.

Vimlesh – RHR-TA	c.vimlesh@kotak.com
YCE Maniggandan – ZTA	Yce.maniggandan@kotak.com

Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group **Signature of the Candidate**

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: u66030mh2000plc128503

Registered Office:
2nd Floor,
Plot # C – 12,
BKC, Bandra (E)

Corporate Office:
7th Floor, Kotak Infiniti, Bldg. No. 21
Infinity Park, Off W. E. Highway,
General AK Vaidya Marn Malad

Candidate Name: - H.P.Sankaran **Institute Name: - Bharath University**

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a Management Trainee by the Kotak Mahindra Group for;

- **Kotak Life**

Your ***remuneration*** per annum is **Rs.5,00,000** CTC plus annual incentives (subject to the minimum performance criteria of ("Mects Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

In case of any queries, do get in touch with us at the email id of the Hr Relationship manager for the Company you have been recruited for.

Vimlesh – RHR-TA	c.vimlesh@kotak.com
YCE Maniggandan – ZTA	Yce.maniggandan@kotak.com

Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group **Signature of the Candidate**

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: u66030mh2000plc128503

Registered Office:
2nd Floor,
Plot # C – 12,
BKC, Bandra (E)

Corporate Office:
7th Floor, Kotak Infiniti, Bldg. No. 21
Infinity Park, Off W. E. Highway,
General AK Vaidya Marn Malad

Candidate Name: - Shruthi Abhinaya.M.L.S **Institute Name: - Bharath University**

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a Management Trainee by the Kotak Mahindra Group for;

- **Kotak Life**

Your ***remuneration*** per annum is **Rs.5,00,000** CTC plus annual incentives (subject to the minimum performance criteria of ("Mects Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

In case of any queries, do get in touch with us at the email id of the Hr Relationship manager for the Company you have been recruited for.

Vimlesh – RHR-TA	c.vimlesh@kotak.com
YCE Maniggandan – ZTA	Yce.maniggandan@kotak.com

Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group **Signature of the Candidate**

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: u66030mh2000plc128503

Registered Office:
2nd Floor,
Plot # C – 12,
BKC, Bandra (E)

Corporate Office:
7th Floor, Kotak Infiniti, Bldg. No. 21
Infinity Park, Off W. E. Highway,
General AK Vaidya Marn Malad

Candidate Name: - Arun Yomso **Institute Name: - Bharath University**

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a Management Trainee by the Kotak Mahindra Group for;

- **Kotak Life**

Your ***remuneration*** per annum is **Rs.5,00,000** CTC plus annual incentives (subject to the minimum performance criteria of ("Mects Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

In case of any queries, do get in touch with us at the email id of the Hr Relationship manager for the Company you have been recruited for.

Vimlesh – RHR-TA	c.vimlesh@kotak.com
YCE Maniggandan – ZTA	Yce.maniggandan@kotak.com

Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group **Signature of the Candidate**

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: u66030mh2000plc128503

Registered Office:
2nd Floor,
Plot # C – 12,
BKC, Bandra (E)

Corporate Office:
7th Floor, Kotak Infiniti, Bldg. No. 21
Infinity Park, Off W. E. Highway,
General AK Vaidya Marn Malad

Candidate Name: - Vijayalakshmi.H **Institute Name: - Bharath University**

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a Management Trainee by the Kotak Mahindra Group for;

- **Kotak Life**

Your ***remuneration*** per annum is **Rs.5,00,000** CTC plus annual incentives (subject to the minimum performance criteria of ("Mects Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

In case of any queries, do get in touch with us at the email id of the Hr Relationship manager for the Company you have been recruited for.

Vimlesh – RHR-TA	c.vimlesh@kotak.com
YCE Maniggandan – ZTA	Yce.maniggandan@kotak.com

Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group **Signature of the Candidate**

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: u66030mh2000plc128503

Registered Office:
2nd Floor,
Plot # C – 12,
BKC, Bandra (E)

Corporate Office:
7th Floor, Kotak Infiniti, Bldg. No. 21
Infinity Park, Off W. E. Highway,
General AK Vaidya Marn Malad

OYELABS TECHNOLOGIES PVT. LTD.
Registered Office: H. 400, Bahubali
Colony, Moti Nagar Ward
SAGAR MP 470001 IN

oyelabs
Think Beyond Technology

Dear MD. Zohaib,

Congratulations...!!

Greetings from Oyelabs Technologies Pvt. Ltd.!!

This is to inform you that you have been selected for an internship for a period of **6 months** with Oyelabs.

The terms and conditions of the Internship are as below:

- You will be designated as **'React Native Developer Intern'**.
- Your date of joining will be **1st November 2021**
- You need to have your own laptop/computer, internet connection, and mobile phone.

The performance evaluation is a continuous process with us on the basis that the internship tenure might be extended or ended before time.

Starting Stipend is Rs. 5000/-, further stipend can increase depending on the performance.

A full-time offer shall be given to you after careful evaluation of your performance once you complete your internship with us.

Request you to acknowledge the email as a token of acceptance.

Kindly send the photocopies of the below-mentioned documents at the time of your joining:

- Educational Documents (Class 10th, Class 12th, and graduation certificates)
- Address Proof and Identity Proof (Aadhar Card, PAN Card, Voter ID Card)
- Cancelled Cheque or Bank Account Details (Account No., IFSC Code, Branch Address)

Work location - Remote
Date of joining - 1st November 2021
Reporting time – 10 AM

Address - Remote Internship

***Looking forward to seeing you on 1st November* 2021**

Thanks

HR Team

Fullerton India

Fullerton India Credit Company Limited
Corporate Office: Floor 5 & 6, B Wing, Supreme IT Park
Supreme City, Powai, Mumbai 400 076
Tel +91 22 6749 1234
www.fullertonindia.com
Registered Office: Megh Towers, 3rd Floor, Old No. 307
New No. 165, Poonamallee High Road, Maduravoyal
Chennai - 600 095 Tamil Nadu
CIN - U65191TN1994PLC079235

Human Resources

Private & Confidential

Date : 12-Apr-2022
Emp ID :
Mr.Murugavel Mohanan
No. 47, Kamaraj Nagar,
Thirunaheswaram Kalani,
Kundrathur, Kancheepuram,
Kunnathur, Tamil Nadu-600069.
Kancheepuram
600069

Dear **Murugavel,**

LETTER OF APPOINTMENT

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you in our organization as **Trainee Relationship Manager - Personal Loan** initially based at **TN-Chennai-Regional Office** with effect from **20-Jun-2022** on the following terms and conditions:

1. You will be reporting to **Cluster Manager.**

2. **Salary, Allowances & Benefits:** You will be paid salary, allowances and other benefits including statutory entitlements like Provident Fund, details of which are provided in **Annexure I** to this document. Your Total Fixed Pay (TFP) will be **Rs. 3,80,026 (Three Lac Eighty thousand and Twenty Six)**.The Company reserves the right to change the components of your TFP from time to time.

   Please note employees joining on or before 1st October of the financial year will be eligible to receive Fixed Pay Increases. In addition, employees covered under annual bonus plan and joining before 1st January of the financial year will be eligible to receive a pro-rated variable pay basis performance.

   Any future increments in salary and alterations thereto will be made at the discretion of the Company, based on individual merits and the Company performance.

3. The Company does not follow a probationary review process. Your services with the company will be deemed as confirmed upon joining.

4. Though you have been engaged for a specific position, the Company reserves the right to determine type and range of work you may be subsequently called upon to perform including varying the terms and conditions of service based on business needs from time to

time. You will abide by all applicable service conditions, rules, regulations and procedures laid out in this document or any other document issued by the Company from time to time.

5. You may be transferred within the Company or the Company's direct and indirect subsidiaries, firms or limited partnerships or any other entities which are controlled by FFH and/or the Company to any place where the company has its business and/or offices or may in future have its business and/or offices on terms and conditions applicable to that business location or establishment.

6. You will be in exclusive employment of the Company and will not be employed by any other company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the Company.

7. Due to the nature of your work you will handle confidential information of the Company, its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to Company processes, operations, procedures and transactions. You will not either during your employment with the Company, except as required in the ordinary course of your duties with the company and at all times after the cessation of your employment for any cause whatsoever, directly or indirectly disclose, utilize, divulge, authorize or permit to be disclosed for your own benefit or for any other person or organization such information which you may have acquired as a result of your employment with the Company, to anyone not properly entitled thereto, any trade secrets, know-how and any confidential information relating to the business or financial conditions of the Company or its affiliates or its clients.

8. You shall not engage in any activity which is prejudicial to the reputation of the Company or any Related FFH Group Entity or shall not knowingly make, publish or issue any negative or offensive or disparaging statements concerning the Company or any Related FFH Group Entity or any of their officers or employees.

9. **Cessation of Service & Notice Pay:** Your services with the Company may be terminated by either party giving **90 days** notice. Cessation of Service & notice period will be governed by the Company Exit Policy. The Company may either retain you during all or part of the notice period or pay you in lieu of notice your salary for that part of the notice period for which you are not retained. Notice salary will be calculated on your last drawn total fixed pay.

During the continuation of notice period, the Company in its sole discretion may advise you to remain on garden leave and may require you to attend office only on specific advise by the Company during such period. The Company can further remove your access to the Company premises and Computer systems and may require you to handover any property belonging to the Company. You shall observe all the rules & regulations of the Company throughout the notice period and any period that you are on garden leave.

The company reserves the right at all times to terminate your services forthwith without notice or compensation in lieu of notice:

a) If you should be guilty of misdemeanor, fraud, dishonesty, misconduct of any

nature, negligence or breach of any of the terms of this offer or any other existing terms and conditions of service, rules or regulations laid down by the Company from time to time for all members of its staff.

b) If you are incapacitated by ill-health (physical or mental) or by accident from fully performing your duties in the Company for an aggregate period of more than 90 (Ninety) days in any 1 (one) calendar year and such incapacity being duly certified as such by the Company's doctor.

c) You will be eligible to be relieved from services only after satisfactory hand - over of responsibilities, settlement of dues and service of notice period. All staff benefits shall cease after the last day of service. Any money due and owing under any staff loan scheme, scholarship, bond or otherwise payable by you to the Company must be settled before the last day of service. The Company reserves the right to offset any outstanding sum from the balance of money payable by the Company to you.

d) As per Company rules, if you absent yourself from the service of the Company without prior written permission or overstay sanctioned leave for 8 (eight) consecutive days, you will be deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.

10. You are bound on the cessation of your employment, to return to the Company any property/intellectual property of the Company in your possession, including but not limited to manuals, reports, technical & business process documentation and correspondence, etc.

11. You shall retire from the services of the company on attaining the age of sixty(60) years.

12. Upon joining you will be required to provide us with copies of documents related to education, work experience, etc. and as outlined in our joining docket including declaration of any competing business interests, compliance of Company Code of Conduct and any other declarations and undertakings that are required as per Company policies. It is a condition of the employment that you abide by the Code of Conduct (as amended from time to time) of the Company and shall comply with the same.

13. Kindly note that this offer of employment is based on the representation, information and the statement made by you (including the information provided in the application form) in connection with the employment with us. Notwithstanding anything contrary contained in this appointment letter or annexure thereto, If it is later discovered that employment was obtained by making misrepresentation or concealment of material fact, your employment contract with us will be deemed illegal and the Company shall be entitled to terminate your employment forthwith without being liable to pay any amount /compensation for the notice period.

14. The appointment is contingent upon successful completion of a background check, including a check of your employment references. This appointment can be withdrawn based upon data received in the background check.

15. The validity of this appointment letter is subject to e-aadhaar authentication on UAN portal. You will be appointed only after the UAN authentication is successfully completed. (The clause is not applicable to the employees based out in North-East region)

16. This contract of employment shall be governed by and construed in accordance with the laws of the Republic of India and the parties hereto submit to the non-exclusive jurisdiction of the courts of the Republic of India in the city of Mumbai.

17. This letter of appointment is valid subject to:

17.a. The appointment being accepted in writing by returning duly signed duplicate copy of this letter or digitally accepting the offer on our candidate portal within one week of the date of this letter.

17.b. You submitting an accepted copy of a resignation from your current employer within two weeks of the date of this letter.

We take this opportunity to welcome you to our organization and look forward to an enjoyable and rewarding association.

Yours Sincerely,

For Fullerton India Credit Co. Ltd,

Authorized Signatory
Business HR Head

I agree to the above terms and conditions.

Signature & Date : _____

Name : Murugavel Mohanan

CC: Personal File

Annexure I: Remuneration at Fullerton India

Name	**Murugavel Mohanan**	**Department**	Sales
Grade	ST	**Designation**	Trainee Relationship Manager - Personal Loan
City	TN-Chennai-Regional Office	**Mobile No.**	7871195217

Total Fixed Pay		
Components	**Monthly (INR)**	**Annually (INR)**
Basic Salary	11,722	1,40,664
House Rent Allowance	5,861	70,332
Personal Allowance*	10,322	1,23,864
Statutory Bonus	1,400	16,800
Total Fixed Cash	**29,305**	**3,51,660**
Provident Fund	1,800	21,600
Gratuity	564	6,766
Total Retirals	**2,364**	**28,366**
Total Fixed Pay	**31,669**	**3,80,026**

- Provident Fund contributions will be made as per the prevailing Provident Fund Act & Rules.
- Gratuity is calculated as per provisions of the Payment of Gratuity Act.
- You shall be entitled to Bonus as per the Payment of Bonus Act, 1965 if you are covered /eligible under the provisions of the said Act.
- All payments are subject to tax as per the Income Tax Act and Rules.
- The monthly equivalents of your remuneration will be paid to you through monthly payroll by the last day of each calendar month.

Performance Review and Performance Linked Bonus/ Incentive:

Your performance will be subject to periodic review / assessments by the company in which you are expected to attain minimum assessment standards. You will maintain the quality of work to the highest professional standards. It is expressly agreed that the decision of the company with respect to the quality of service / assessment standards will be final.

You may be eligible to receive performance linked bonus / incentives as per plans or schemes applicable to you. Please note that to be eligible for performance linked bonus / incentive you need to be on the rolls of the Company on the date the payment is made to other employees of your cadre. In addition no incentive will be payable for the relevant period should there be a default from your end in any contractual obligation relating to your service including service of notice period. While computing your eligibility for performance linked bonus / incentive, any bonus paid to you under the Payment of Bonus Act or similar legislation will be adjusted.

Additional Benefits		
	Sum Insured	**Coverage**
Hospitalization Insurance	INR 500000/-	1+5 family members (Employee + Spouse, Dependent Children, Parents, Parent In Laws
Accident Insurance	3x of Total Fixed Cash or Min. 10 Lacs	Covers employee only
Group Term Life Insurance	3x of Total Fixed Cash or Min. 10 Lacs	Covers employee only

*Coverage, limits and exclusions are as per detailed policy

I agree to the above terms and conditions.

Signature & Date: _____

Name of the Candidate: Murugavel Mohanan

Annexure II: Summary of Policies & Benefits **

Employee Benefits & policies are an important part of your Total Compensation package. The list below summarizes the benefits provided to you in addition to your salary and the applicable policies:

Benefits & Policies	
Health Care & Survivor Support Program	**Retirement Program**
• Hospitalization Insurance • Accident Insurance (Life, dismemberment, Disablement) • Term Life Insurance • Future Service Gratuity • Employee Deposit Linked Insurance	• Gratuity • Provident Fund & Family Pension Fund • National Pension Scheme *
Leave Benefits	**Workplace Standards**
• Earned Leave • Special Medical Leave – Critical Illness • National & Festival Holidays • Maternity & Extended Maternity Leave* • Paternity Leave* • Bereavement Leave • Education Leave	• Company Code of Conduct • Prevention of Sexual Harassment at Workplace • Disciplinary Action Policy • Work Place Policy – Working Hours • Performance Appraisal & Promotion • Incentive Program • Internal Job Posting • Exit Policy – Resignation & Notice Pay/ Period
Other Benefits	
• Staff Loan Policy • Relocation Policy • Reward & Recognition Program – Fire • Long Service Award	• People I Know (Employee Referral Policy) • Fun & Joy Program – JUICE (Join Us In Creating Excitement) • Employee Wellness Program – FullerLife • Education Policy

** Policy applicable only to eligible set of employees*
+Only for Rural Employees.
*** Note: The above is only a summary of available policies. Details of Policies & Benefits (eligibility & coverage) are available on Workline. Upon joining, employees are expected to read through the policies. The organization may choose to add, edit or withdraw any or all of these policies and benefits in part or in full whenever deemed necessary, depending upon business and market needs.*

I agree to the above terms and conditions.

Signature & Date: _____

Name of the Candidate: Murugavel Mohanan

Fullerton India

Fullerton India Credit Company Limited
Corporate Office: Floor 5 & 6, B Wing, Supreme IT Park
Supreme City, Powai, Mumbai 400 076
Tel +91 22 6749 1234
www.fullertonindia.com
Registered Office: Megh Towers, 3rd Floor, Old No. 307
New No. 165, Poonamallee High Road, Maduravoyal
Chennai - 600 095 Tamil Nadu
CIN - U65191TN1994PLC079235

Human Resources

Private & Confidential

Date : 12-Apr-2022
Emp ID :
Mr.Sibi Chakravarathy Ramamoorthy
No. 3E/17, Gangai Amman Koil Street, Big Natham, Chengalpattu, Kancheepuram, Tamil Nadu-603002.
Kancheepuram
603002

Dear **Sibi Chakravarathy,**

LETTER OF APPOINTMENT

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you in our organization as **Trainee Relationship Manager - Personal Loan** initially based at **TN-Chennai-Regional Office** with effect from **20-Jun-2022** on the following terms and conditions:

1. You will be reporting to **Senior Branch Manager.**

2. **Salary, Allowances & Benefits:** You will be paid salary, allowances and other benefits including statutory entitlements like Provident Fund, details of which are provided in **Annexure I** to this document. Your Total Fixed Pay (TFP) will be **Rs. 3,80,026 (Three Lac Eighty thousand and Twenty Six)**.The Company reserves the right to change the components of your TFP from time to time.

   Please note employees joining on or before 1st October of the financial year will be eligible to receive Fixed Pay Increases. In addition, employees covered under annual bonus plan and joining before 1st January of the financial year will be eligible to receive a pro-rated variable pay basis performance.

   Any future increments in salary and alterations thereto will be made at the discretion of the Company, based on individual merits and the Company performance.

3. The Company does not follow a probationary review process. Your services with the company will be deemed as confirmed upon joining.

4. Though you have been engaged for a specific position, the Company reserves the right to determine type and range of work you may be subsequently called upon to perform including varying the terms and conditions of service based on business needs from time to

time. You will abide by all applicable service conditions, rules, regulations and procedures laid out in this document or any other document issued by the Company from time to time.

5. You may be transferred within the Company or the Company's direct and indirect subsidiaries, firms or limited partnerships or any other entities which are controlled by FFH and/or the Company to any place where the company has its business and/or offices or may in future have its business and/or offices on terms and conditions applicable to that business location or establishment.

6. You will be in exclusive employment of the Company and will not be employed by any other company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the Company.

7. Due to the nature of your work you will handle confidential information of the Company, its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to Company processes, operations, procedures and transactions. You will not either during your employment with the Company, except as required in the ordinary course of your duties with the company and at all times after the cessation of your employment for any cause whatsoever, directly or indirectly disclose, utilize, divulge, authorize or permit to be disclosed for your own benefit or for any other person or organization such information which you may have acquired as a result of your employment with the Company, to anyone not properly entitled thereto, any trade secrets, know-how and any confidential information relating to the business or financial conditions of the Company or its affiliates or its clients.

8. You shall not engage in any activity which is prejudicial to the reputation of the Company or any Related FFH Group Entity or shall not knowingly make, publish or issue any negative or offensive or disparaging statements concerning the Company or any Related FFH Group Entity or any of their officers or employees.

9. **Cessation of Service & Notice Pay:** Your services with the Company may be terminated by either party giving **90 days** notice. Cessation of Service & notice period will be governed by the Company Exit Policy. The Company may either retain you during all or part of the notice period or pay you in lieu of notice your salary for that part of the notice period for which you are not retained. Notice salary will be calculated on your last drawn total fixed pay.

During the continuation of notice period, the Company in its sole discretion may advise you to remain on garden leave and may require you to attend office only on specific advise by the Company during such period. The Company can further remove your access to the Company premises and Computer systems and may require you to handover any property belonging to the Company. You shall observe all the rules & regulations of the Company throughout the notice period and any period that you are on garden leave.

The company reserves the right at all times to terminate your services forthwith without notice or compensation in lieu of notice:

a) If you should be guilty of misdemeanor, fraud, dishonesty, misconduct of any

nature, negligence or breach of any of the terms of this offer or any other existing terms and conditions of service, rules or regulations laid down by the Company from time to time for all members of its staff.

b) If you are incapacitated by ill-health (physical or mental) or by accident from fully performing your duties in the Company for an aggregate period of more than 90 (Ninety) days in any 1 (one) calendar year and such incapacity being duly certified as such by the Company's doctor.

c) You will be eligible to be relieved from services only after satisfactory hand - over of responsibilities, settlement of dues and service of notice period. All staff benefits shall cease after the last day of service. Any money due and owing under any staff loan scheme, scholarship, bond or otherwise payable by you to the Company must be settled before the last day of service. The Company reserves the right to offset any outstanding sum from the balance of money payable by the Company to you.

d) As per Company rules, if you absent yourself from the service of the Company without prior written permission or overstay sanctioned leave for 8 (eight) consecutive days, you will be deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.

10. You are bound on the cessation of your employment, to return to the Company any property/intellectual property of the Company in your possession, including but not limited to manuals, reports, technical & business process documentation and correspondence, etc.

11. You shall retire from the services of the company on attaining the age of sixty(60) years.

12. Upon joining you will be required to provide us with copies of documents related to education, work experience, etc. and as outlined in our joining docket including declaration of any competing business interests, compliance of Company Code of Conduct and any other declarations and undertakings that are required as per Company policies. It is a condition of the employment that you abide by the Code of Conduct (as amended from time to time) of the Company and shall comply with the same.

13. Kindly note that this offer of employment is based on the representation, information and the statement made by you (including the information provided in the application form) in connection with the employment with us. Notwithstanding anything contrary contained in this appointment letter or annexure thereto, If it is later discovered that employment was obtained by making misrepresentation or concealment of material fact, your employment contract with us will be deemed illegal and the Company shall be entitled to terminate your employment forthwith without being liable to pay any amount /compensation for the notice period.

14. The appointment is contingent upon successful completion of a background check, including a check of your employment references. This appointment can be withdrawn based upon data received in the background check.

15. The validity of this appointment letter is subject to e-aadhaar authentication on UAN portal. You will be appointed only after the UAN authentication is successfully completed. (The clause is not applicable to the employees based out in North-East region)

16. This contract of employment shall be governed by and construed in accordance with the laws of the Republic of India and the parties hereto submit to the non-exclusive jurisdiction of the courts of the Republic of India in the city of Mumbai.

17. This letter of appointment is valid subject to:

17.a. The appointment being accepted in writing by returning duly signed duplicate copy of this letter or digitally accepting the offer on our candidate portal within one week of the date of this letter.

17.b. You submitting an accepted copy of a resignation from your current employer within two weeks of the date of this letter.

We take this opportunity to welcome you to our organization and look forward to an enjoyable and rewarding association.

Yours Sincerely,

For Fullerton India Credit Co. Ltd,

Authorized Signatory
Business HR Head

I agree to the above terms and conditions.

Signature & Date : _____

Name : Sibi Chakravarathy Ramamoorthy

CC: Personal File

Annexure I: Remuneration at Fullerton India

Name	**Sibi Chakravarathy Ramamoorthy**	**Department**	Sales
Grade	ST	**Designation**	Trainee Relationship Manager - Personal Loan
City	TN-Chennai-Regional Office	**Mobile No.**	9566836270

Total Fixed Pay		
Components	**Monthly (INR)**	**Annually (INR)**
Basic Salary	11,722	1,40,664
House Rent Allowance	5,861	70,332
Personal Allowance*	10,322	1,23,864
Statutory Bonus	1,400	16,800
Total Fixed Cash	**29,305**	**3,51,660**
Provident Fund	1,800	21,600
Gratuity	564	6,766
Total Retirals	**2,364**	**28,366**
Total Fixed Pay	**31,669**	**3,80,026**

- Provident Fund contributions will be made as per the prevailing Provident Fund Act & Rules.
- Gratuity is calculated as per provisions of the Payment of Gratuity Act.
- You shall be entitled to Bonus as per the Payment of Bonus Act, 1965 if you are covered /eligible under the provisions of the said Act.
- All payments are subject to tax as per the Income Tax Act and Rules.
- The monthly equivalents of your remuneration will be paid to you through monthly payroll by the last day of each calendar month.

Performance Review and Performance Linked Bonus/ Incentive:

Your performance will be subject to periodic review / assessments by the company in which you are expected to attain minimum assessment standards. You will maintain the quality of work to the highest professional standards. It is expressly agreed that the decision of the company with respect to the quality of service / assessment standards will be final.

You may be eligible to receive performance linked bonus / incentives as per plans or schemes applicable to you. Please note that to be eligible for performance linked bonus / incentive you need to be on the rolls of the Company on the date the payment is made to other employees of your cadre. In addition no incentive will be payable for the relevant period should there be a default from your end in any contractual obligation relating to your service including service of notice period. While computing your eligibility for performance linked bonus / incentive, any bonus paid to you under the Payment of Bonus Act or similar legislation will be adjusted.

Additional Benefits		
	Sum Insured	**Coverage**
Hospitalization Insurance	INR 500000/-	1+5 family members (Employee + Spouse, Dependent Children, Parents, Parent In Laws
Accident Insurance	3x of Total Fixed Cash or Min. 10 Lacs	Covers employee only
Group Term Life Insurance	3x of Total Fixed Cash or Min. 10 Lacs	Covers employee only

*Coverage, limits and exclusions are as per detailed policy

I agree to the above terms and conditions.

Signature & Date: _____

Name of the Candidate: Sibi Chakravarathy Ramamoorthy

Annexure II: Summary of Policies & Benefits **

Employee Benefits & policies are an important part of your Total Compensation package. The list below summarizes the benefits provided to you in addition to your salary and the applicable policies:

Benefits & Policies	
Health Care & Survivor Support Program	**Retirement Program**
• Hospitalization Insurance • Accident Insurance (Life, dismemberment, Disablement) • Term Life Insurance • Future Service Gratuity • Employee Deposit Linked Insurance	• Gratuity • Provident Fund & Family Pension Fund • National Pension Scheme *
Leave Benefits	**Workplace Standards**
• Earned Leave • Special Medical Leave – Critical Illness • National & Festival Holidays • Maternity & Extended Maternity Leave* • Paternity Leave* • Bereavement Leave • Education Leave	• Company Code of Conduct • Prevention of Sexual Harassment at Workplace • Disciplinary Action Policy • Work Place Policy – Working Hours • Performance Appraisal & Promotion • Incentive Program • Internal Job Posting • Exit Policy – Resignation & Notice Pay/ Period
Other Benefits	
• Staff Loan Policy • Relocation Policy • Reward & Recognition Program – Fire • Long Service Award	• People I Know (Employee Referral Policy) • Fun & Joy Program – JUICE (Join Us In Creating Excitement) • Employee Wellness Program – FullerLife • Education Policy

** Policy applicable only to eligible set of employees*
+Only for Rural Employees.
*** Note: The above is only a summary of available policies. Details of Policies & Benefits (eligibility & coverage) are available on Workline. Upon joining, employees are expected to read through the policies. The organization may choose to add, edit or withdraw any or all of these policies and benefits in part or in full whenever deemed necessary, depending upon business and market needs.*

I agree to the above terms and conditions.

Signature & Date: _____

Name of the Candidate: Sibi Chakravarathy Ramamoorthy

Fullerton India

Fullerton India Credit Company Limited
Corporate Office: Floor 5 & 6, B Wing, Supreme IT Park
Supreme City, Powai, Mumbai 400 076
Tel +91 22 6749 1234
www.fullertonindia.com
Registered Office: Megh Towers, 3rd Floor, Old No. 307
New No. 165, Poonamallee High Road, Maduravoyal
Chennai - 600 095 Tamil Nadu
CIN - U65191TN1994PLC079235

Human Resources

Private & Confidential

Date : 12-Apr-2022
Emp ID :
Mr.Karthi S
O Block No. 65, Dr Thomas Road,
T.Nagar, Chennai, Tamil Nadu-
600017.
Chennai
600017

Dear **Karthi,**

LETTER OF APPOINTMENT

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you in our organization as **Trainee Relationship Manager - Personal Loan** initially based at **TN-Chennai-Regional Office** with effect from **20-Jun-2022** on the following terms and conditions:

1. You will be reporting to **Cluster Manager.**

2. **Salary, Allowances & Benefits:** You will be paid salary, allowances and other benefits including statutory entitlements like Provident Fund, details of which are provided in **Annexure I** to this document. Your Total Fixed Pay (TFP) will be **Rs. 3,80,026 (Three Lac Eighty thousand and Twenty Six)**.The Company reserves the right to change the components of your TFP from time to time.

   Please note employees joining on or before 1st October of the financial year will be eligible to receive Fixed Pay Increases. In addition, employees covered under annual bonus plan and joining before 1st January of the financial year will be eligible to receive a pro-rated variable pay basis performance.

   Any future increments in salary and alterations thereto will be made at the discretion of the Company, based on individual merits and the Company performance.

3. The Company does not follow a probationary review process. Your services with the company will be deemed as confirmed upon joining.

4. Though you have been engaged for a specific position, the Company reserves the right to determine type and range of work you may be subsequently called upon to perform including varying the terms and conditions of service based on business needs from time to time. You will abide by all applicable service conditions, rules, regulations and procedures laid out in this document or any other document issued by the Company from time to time.

5. You may be transferred within the Company or the Company's direct and indirect subsidiaries, firms or limited partnerships or any other entities which are controlled by FFH and/or the Company to any place where the company has its business and/or offices or may in future have its business and/or offices on terms and conditions applicable to that business location or establishment.

6. You will be in exclusive employment of the Company and will not be employed by any other company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the Company.

7. Due to the nature of your work you will handle confidential information of the Company, its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to Company processes, operations, procedures and transactions. You will not either during your employment with the Company, except as required in the ordinary course of your duties with the company and at all times after the cessation of your employment for any cause whatsoever, directly or indirectly disclose, utilize, divulge, authorize or permit to be disclosed for your own benefit or for any other person or organization such information which you may have acquired as a result of your employment with the Company, to anyone not properly entitled thereto, any trade secrets, know-how and any confidential information relating to the business or financial conditions of the Company or its affiliates or its clients.

8. You shall not engage in any activity which is prejudicial to the reputation of the Company or any Related FFH Group Entity or shall not knowingly make, publish or issue any negative or offensive or disparaging statements concerning the Company or any Related FFH Group Entity or any of their officers or employees.

9. **Cessation of Service & Notice Pay:** Your services with the Company may be terminated by either party giving **90 days** notice. Cessation of Service & notice period will be governed by the Company Exit Policy. The Company may either retain you during all or part of the notice period or pay you in lieu of notice your salary for that part of the notice period for which you are not retained. Notice salary will be calculated on your last drawn total fixed pay.

   During the continuation of notice period, the Company in its sole discretion may advise you to remain on garden leave and may require you to attend office only on specific advise by the Company during such period. The Company can further remove your access to the Company premises and Computer systems and may require you to handover any property belonging to the Company. You shall observe all the rules & regulations of the Company throughout the notice period and any period that you are on garden leave.

   The company reserves the right at all times to terminate your services forthwith without notice or compensation in lieu of notice:

   a) If you should be guilty of misdemeanor, fraud, dishonesty, misconduct of any nature, negligence or breach of any of the terms of this offer or any other existing terms and conditions of service, rules or regulations laid down by the Company from

time to time for all members of its staff.

b) If you are incapacitated by ill-health (physical or mental) or by accident from fully performing your duties in the Company for an aggregate period of more than 90 (Ninety) days in any 1 (one) calendar year and such incapacity being duly certified as such by the Company's doctor.

c) You will be eligible to be relieved from services only after satisfactory hand - over of responsibilities, settlement of dues and service of notice period. All staff benefits shall cease after the last day of service. Any money due and owing under any staff loan scheme, scholarship, bond or otherwise payable by you to the Company must be settled before the last day of service. The Company reserves the right to offset any outstanding sum from the balance of money payable by the Company to you.

d) As per Company rules, if you absent yourself from the service of the Company without prior written permission or overstay sanctioned leave for 8 (eight) consecutive days, you will be deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.

10. You are bound on the cessation of your employment, to return to the Company any property/intellectual property of the Company in your possession, including but not limited to manuals, reports, technical & business process documentation and correspondence, etc.

11. You shall retire from the services of the company on attaining the age of sixty(60) years.

12. Upon joining you will be required to provide us with copies of documents related to education, work experience, etc. and as outlined in our joining docket including declaration of any competing business interests, compliance of Company Code of Conduct and any other declarations and undertakings that are required as per Company policies. It is a condition of the employment that you abide by the Code of Conduct (as amended from time to time) of the Company and shall comply with the same.

13. Kindly note that this offer of employment is based on the representation, information and the statement made by you (including the information provided in the application form) in connection with the employment with us. Notwithstanding anything contrary contained in this appointment letter or annexure thereto, If it is later discovered that employment was obtained by making misrepresentation or concealment of material fact, your employment contract with us will be deemed illegal and the Company shall be entitled to terminate your employment forthwith without being liable to pay any amount /compensation for the notice period.

14. The appointment is contingent upon successful completion of a background check, including a check of your employment references. This appointment can be withdrawn based upon data received in the background check.

15. The validity of this appointment letter is subject to e-aadhaar authentication on UAN portal. You will be appointed only after the UAN authentication is successfully completed. (The clause is not applicable to the employees based out in North-East region)

16. This contract of employment shall be governed by and construed in accordance with the laws of the Republic of India and the parties hereto submit to the non-exclusive jurisdiction of the courts of the Republic of India in the city of Mumbai.

17. This letter of appointment is valid subject to:

17.a. The appointment being accepted in writing by returning duly signed duplicate copy of this letter or digitally accepting the offer on our candidate portal within one week of the date of this letter.

17.b. You submitting an accepted copy of a resignation from your current employer within two weeks of the date of this letter.

We take this opportunity to welcome you to our organization and look forward to an enjoyable and rewarding association.

Yours Sincerely,

For Fullerton India Credit Co. Ltd,

Authorized Signatory
Business HR Head

I agree to the above terms and conditions.

Signature & Date : _____

Name : Karthi S

CC: Personal File

Annexure I: Remuneration at Fullerton India

Name	**Karthi S**	**Department**	Sales
Grade	ST	**Designation**	Trainee Relationship Manager - Personal Loan
City	TN-Chennai-Regional Office	**Mobile No.**	9551689957

Total Fixed Pay		
Components	**Monthly (INR)**	**Annually (INR)**
Basic Salary	11,722	1,40,664
House Rent Allowance	5,861	70,332
Personal Allowance*	10,322	1,23,864
Statutory Bonus	1,400	16,800
Total Fixed Cash	**29,305**	**3,51,660**
Provident Fund	1,800	21,600
Gratuity	564	6,766
Total Retirals	**2,364**	**28,366**
Total Fixed Pay	**31,669**	**3,80,026**

- Provident Fund contributions will be made as per the prevailing Provident Fund Act & Rules.
- Gratuity is calculated as per provisions of the Payment of Gratuity Act.
- You shall be entitled to Bonus as per the Payment of Bonus Act, 1965 if you are covered /eligible under the provisions of the said Act.
- All payments are subject to tax as per the Income Tax Act and Rules.
- The monthly equivalents of your remuneration will be paid to you through monthly payroll by the last day of each calendar month.

Performance Review and Performance Linked Bonus/ Incentive:

Your performance will be subject to periodic review / assessments by the company in which you are expected to attain minimum assessment standards. You will maintain the quality of work to the highest professional standards. It is expressly agreed that the decision of the company with respect to the quality of service / assessment standards will be final.

You may be eligible to receive performance linked bonus / incentives as per plans or schemes applicable to you. Please note that to be eligible for performance linked bonus / incentive you need to be on the rolls of the Company on the date the payment is made to other employees of your cadre. In addition no incentive will be payable for the relevant period should there be a default from your end in any contractual obligation relating to your service including service of notice period. While computing your eligibility for performance linked bonus / incentive, any bonus paid to you under the Payment of Bonus Act or similar legislation will be adjusted.

Additional Benefits		
	Sum Insured	**Coverage**
Hospitalization Insurance	INR 500000/-	1+5 family members (Employee + Spouse, Dependent Children, Parents, Parent In Laws
Accident Insurance	3x of Total Fixed Cash or Min. 10 Lacs	Covers employee only
Group Term Life Insurance	3x of Total Fixed Cash or Min. 10 Lacs	Covers employee only

*Coverage, limits and exclusions are as per detailed policy

I agree to the above terms and conditions.

Signature & Date: _____

Name of the Candidate: Karthi S

Annexure II: Summary of Policies & Benefits **

Employee Benefits & policies are an important part of your Total Compensation package. The list below summarizes the benefits provided to you in addition to your salary and the applicable policies:

Benefits & Policies	
Health Care & Survivor Support Program	**Retirement Program**
• Hospitalization Insurance • Accident Insurance (Life, dismemberment, Disablement) • Term Life Insurance • Future Service Gratuity • Employee Deposit Linked Insurance	• Gratuity • Provident Fund & Family Pension Fund • National Pension Scheme *
Leave Benefits	**Workplace Standards**
• Earned Leave • Special Medical Leave – Critical Illness • National & Festival Holidays • Maternity & Extended Maternity Leave* • Paternity Leave* • Bereavement Leave • Education Leave	• Company Code of Conduct • Prevention of Sexual Harassment at Workplace • Disciplinary Action Policy • Work Place Policy – Working Hours • Performance Appraisal & Promotion • Incentive Program • Internal Job Posting • Exit Policy – Resignation & Notice Pay/ Period
Other Benefits	
• Staff Loan Policy • Relocation Policy • Reward & Recognition Program – Fire • Long Service Award	• People I Know (Employee Referral Policy) • Fun & Joy Program – JUICE (Join Us In Creating Excitement) • Employee Wellness Program – FullerLife • Education Policy

** Policy applicable only to eligible set of employees*
+Only for Rural Employees.
*** Note: The above is only a summary of available policies. Details of Policies & Benefits (eligibility & coverage) are available on Workline. Upon joining, employees are expected to read through the policies. The organization may choose to add, edit or withdraw any or all of these policies and benefits in part or in full whenever deemed necessary, depending upon business and market needs.*

I agree to the above terms and conditions.

Signature & Date: _____

Name of the Candidate: Karthi S

DocuSign Envelope ID: 1BC35C72-20A0-45A9-9679-885E8B882E08

Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Jul 19, 2022

Mr. Gudipudi Ganesh
H.No:2-9,Ramapuram Bonakal,
Khammam, 507204
India

Subject: Offer of Employment

Dear Gudipudi Ganesh:

On behalf of **Deloitte Consulting India Private Limited** (the ''Employer'' or ''Company''), I am pleased to confirm our offer of employment to you as **Analyst Trainee** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **August 16, 2022**.

You will be required to register with the National Apprenticeship Training Scheme "NATS" as an Apprentice (As defined under the NATS) and the employment confirmation is subject to probation period of 12 months (from **August 16, 2022** to **16-Aug-2023**). During the probation period you will be evaluated on various trainings and performance criteria. Upon successful completion of probation period your employment will be confirmed.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 400,008/-** and, will be eligible for a end term bonus of **Rs./₹ 40,000/-** upon successful completion of your probation period. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 10,000/-** subject to your reporting for full-time employment on **August 16, 2022**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us during the probation period of 12 months and post successful completion of the probation period and confirmation of employment will be governed by the Terms and Conditions as detailed in Annexure B, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters, as the Employer is a subsidiary of Deloitte LLP. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in Annexure B

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Gudipudi, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

DocuSigned by:
Chandra Shekar Heggaunur Shivaramu
7284E77297BF40A...

By: _____
Signature

Authorized Signatory

Acceptance

I, **Gudipudi**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
Gudipudi Ganesh
BC94B58417EC411...

_____ Signature

Jul 20, 2022
_____ Date

Annexure A

Mr. Gudipudi Ganesh **Analyst Trainee**

Description	**Monthly** (Rs. per month)	**Annual** (Rs. per Annum)
Basic Pay	**11,700**	**140,400**
House Rent Allowance (HRA)	**5,850**	**70,200**
Special Allowance[1a & 1b]	**6,774**	**81,288**
Leave Travel Allowance[2]	**1,170**	**14,040**
Differential Allowance	**3,840**	**46,080**
Meal Card[3]	**2,200**	**26,400**
Employer's contribution to PF	**1,800**	**21,600**
Total Salary (in Rs.)	**33,334**	**400,008**
Medical Insurance Premium[4]	**3,014**	**36,167**

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

Annexure A

[1]All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Fuel & Maintenance Expenses as per eligibility mentioned below:

Employee Level - Analyst Trainee	*[1a]Communication Expenses*	*[1b]Fuel Expenses*
	Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹3,000/- per month	**Rs./₹7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

[1b] For claiming vehicle running expenses (Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above Senior Staff are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

[2] The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

[3] Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

[4] Annual Floating Medical Insurance Coverage for self and 6 dependents is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

Deloitte.

Gudipudi Ganesh **Hyderabad**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India** (the "Employer") as **Analyst Trainee** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst Trainee** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial

interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing

services to, with, or on behalf of the *Deloitte Entity*.

16. Post- *Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- *EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- *Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtima, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

_____

For Deloitte Consulting India Private Limited

OMKAR CHANDRAMOULI KONCHUR

Talent

Authorized Signatory

Effective as of **August 16, 2022**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

DocuSigned by:
Gudipudi Ganesh
BC94B58417EC411...

Gudipudi Ganesh

Signature

Name

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a*Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

	Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*
X	No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	Date	Brief Description

DocuSigned by:
Gudipudi Ganesh
BC94B58417EC411...

Signature

Jul 20, 2022

Date

Gudipudi Ganesh

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Consulting India Private Limited

OMKAR CHANDRAMOULI KONCHUR
Talent

Its: *Authorized Signatory*

Jul 19, 2022

Date

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT C

Proceedings

[none, unless otherwise specified]

	Yes, I do have *Proceedings* to report
X	No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

DocuSigned by: Gudipudi Ganesh BC94B58417EC411...	Gudipudi Ganesh	Jul 20, 2022
Signature	Name	Date

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

X No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

Deloitte Consulting India Private Limited

OMKAR CHANDRAMOULI KONCHUR
Talent

Its: Authorized Signatory

Jul 19, 2022
Date

I have read and understood the above policy terms.

DocuSigned by:
Gudipudi Ganesh
BC94B58417EC411...

Signature

Gudipudi Ganesh
Name

Jul 20, 2022
Date

An *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

---

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

---

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in

accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

---

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

---

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

---

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

---

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **30 Days** during probation and **90 Days** upon successful completion of the probation period by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

---

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- This provision is not applicable for U.S. citizens (and citizens of any other country where enforcing Deloitte India (Offices of the US)'s mandatory retirement age would be prohibited by the laws of that country) for whom there is no mandatory retirement age.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers

at your work station, playing games at your work station, etc.
• Continued discharge of work functions that do not meet the standards reasonably expected.
• Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
• Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
• Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e.
https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **August 16, 2022**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Signature: Gudipudi Ganesh
BC94B58417EC411...

Signature

Gudipudi Ganesh

Name

CHUBB®

Date: 10-01-2022

To,

Mr. Kaipu Teja Reddy
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research
Chennai.

Subject: Offer Letter

Dear **Kaipu Teja Reddy,**

This has reference to your candidature and the subsequent campus interview you had with us. We are pleased to offer you the position of **Associate - Full Stack Developer** in our organization based at the Bangalore, India location from **1st June 2022**. Please note the said joining date is subject to change considering the present pandemic situation.

Your appointment as Associate - Full Stack Developer is subject to attaining the required Educational qualification as prescribed by the company.

You will receive a remuneration of **4.5 Lakhs Per Annum in INR** during your probation period.

Our detailed letter containing terms and conditions will be given to you on your joining. Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Yours Faithfully,

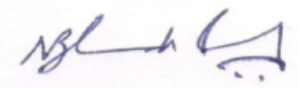

Pritam Banerjee

Senior Manager - Operations **Agree and Accepted**

CHUBB®

Date: 10-01-2022

To,

Mr. Narra Sairamana
B.Tech - Electronics and Communication Engineering
Bharath Institute of Higher Education and Research
Chennai.

Subject: Offer Letter

Dear **Narra Sairamana,**

This has reference to your candidature and the subsequent campus interview you had with us. We are pleased to offer you the position of **Associate - Data Engineer** in our organization based at the Bangalore, India location from **1st June 2022**. Please note the said joining date is subject to change considering the present pandemic situation.

CHUBB®

Your appointment as **Associate - Data Engineer** is subject to attaining the required Educational qualification as prescribed by the company.

You will receive a remuneration of **4.5 Lakhs Per Annum in INR** during your probation period.

Our detailed letter containing terms and conditions will be given to you on your joining. Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Yours Faithfully,

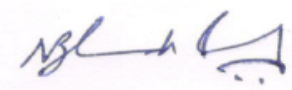

Pritam Banerjee

Senior Manager - Operations **Agree and Accepted**

CHUBB®

Date: 10-01-2022

To,

Mr. Sama Surya Teja
B.Tech - Electronics and Communication Engineering
Bharath Institute of Higher Education and Research
Chennai.

Subject: Offer Letter

Dear **Sama Surya Teja,**

This has reference to your candidature and the subsequent campus interview you had with us. We are pleased to offer you the position of **Associate - Data Engineer** in our organization based at the Bangalore, India location from **1st June 2022**. Please note the said joining date is subject to change considering the present pandemic situation.

Your appointment as **Associate - Data Engineer** is subject to attaining the required Educational qualification as prescribed by the company.

You will receive a remuneration of **4.5 Lakhs Per Annum in INR** during your probation period.

Our detailed letter containing terms and conditions will be given to you on your joining. Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Yours Faithfully,

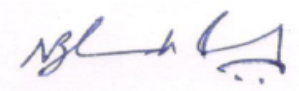

Pritam Banerjee

Senior Manager - Operations **Agree and Accepted**

CHUBB®

Date: 10-01-2022

To,

Mr. Praveenkumar V
B.Tech - Mechatronics Engineering
Bharath Institute of Higher Education and Research
Chennai.

Subject: Offer Letter

Dear **Praveenkumar V,**

This has reference to your candidature and the subsequent campus interview you had with us. We are pleased to offer you the position of **Associate - Data Scientist** in our organization based at the Bangalore, India location from **1st June 2022**. Please note the said joining date is subject to change considering the present pandemic situation.

Your appointment as **Associate - Data Scientist** is subject to attaining the required Educational qualification as prescribed by the company.

You will receive a remuneration of **4.5 Lakhs Per Annum in INR** during your probation period.

Our detailed letter containing terms and conditions will be given to you on your joining. Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Yours Faithfully,

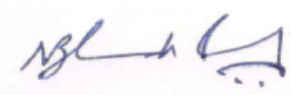

Pritam Banerjee

Senior Manager - Operations **Agree and Accepted**

10 November 2021 **OL No: VZC976**

Dear **Keerthana Nennuru,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC977**

Dear **Vyshnavi A,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC978**

Dear **Krishnachaitanya Thoutam,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC979**

Dear **Yaswanth Kumar Reddy Soma,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC980**

Dear **K Vennela Veronika,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC982**

Dear **N A Rishiventhan,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC983**

Dear **Tarun Kumar,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC984**

Dear **Soomanmiki Lamare,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC985**

Dear **Mirupuri Bharath Kumar,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC986**

Dear **M Balaraju,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC987**

Dear **G Venkata Yamini,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC988**

Dear **Kakani Pavansai,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC989**

Dear **Buddhannagari Krishna Reddy,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC990**

Dear **Aduri Anuhya,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC991**

Dear **Shahbaz Ali Mikrani,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC992**

Dear **J Poojitha,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC993**

Dear **Indala Reshma,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC994**

Dear **Venkatesh Vanga,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC995**

Dear **Sharavath Giridhar,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC996**

Dear **Sartaj Hassan Murtaja,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC997**

Dear **Kota Venkata Vishnu Vardhan Reddy,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC998**

Dear **Calvin Joshua R,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC999**

Dear **B N V S Praneeth,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1000**

Dear **M Suresh,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1001**

Dear **Chaitanya Reddy,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1002**

Dear **K Shivasai,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1003**

Dear **Sozenlo Tep,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1004**

Dear **Abhishek Kumar,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1005**

Dear **Tallapalli Shashank,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1006**

Dear **Pydi Venkata Madhu Ramesh Chandra,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1007**

Dear **G Deekshith Reddy,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1008**

Dear **Akash Tatina,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1009**

Dear **Osuri Vinodkumar,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1010**

Dear **Rahul Choudari Kancheti,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1011**

Dear **Gandham Saikiran,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1012**

Dear **Kethamreddy Sai Kumar Reddy,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1013**

Dear **Sri Kalyan Nadakuduru,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1014**

Dear **Srikanth,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1015**

Dear **Koncha Sivaprasad,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1016**

Dear **Ravindra Reddy,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1017**

Dear **B Naveen Theja,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1018**

Dear **Revanth Rao,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1019**

Dear **Varre Satya Prem Sandeep,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1020**

Dear **Sripavan Siddabattula,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1021**

Dear **Devara Vidhyasagar,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1022**

Dear **Palem Lalitha Sashank Varma,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1023**

Dear **Bhanu Prakash Reddy,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1024**

Dear **Siva Naga Balaji Bade,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1025**

Dear **K Jyothirmai Satya Sai Sri,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1026**

Dear **J Abinesh,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1027**

Dear **Sama Indrasenareddy,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1028**

Dear **Manoharreddy,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1029**

Dear **C Venkatesh,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1030**

Dear **Ravula Saikumar,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1031**

Dear **Shaik Jamal Basha,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1032**

Dear **Vemula Naveen,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1033**

Dear **Harshavardhan Rao,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1034**

Dear **Kasaraveni Abhilash,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1035**

Dear **Vahini Reddy D,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1036**

Dear **Y Maniswar,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1037**

Dear **Mani Sankar Yamala,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1038**

Dear **Bovilla Dwarakanath Reddy,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1039**

Dear **Preetam Koyallamudi,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1040**

Dear **Gunapati Venkata Udaya Bhaskar Reddy,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1041**

Dear **Vattikuti Leela Rama Krishna,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1042**

Dear **Nimit Singh,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1043**

Dear **V Kesava Sai Nagesh,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1044**

Dear **Gangula Sateesh Chandra,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1045**

Dear **Abhilash,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1046**

Dear **Hari Shankar,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1047**

Dear **D Tejovrath,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1048**

Dear **Tanaya Prasanna Dehadrai,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1049**

Dear **Samyuktha S,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1050**

Dear **Nasika Balaji,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1051**

Dear **Kommali Rajendhar,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1052**

Dear **kola mani rajesh,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

10 November 2021 **OL No: VZC1053**

Dear **Vs Rohith,**

We congratulate you for being selected for a **6 Months** of Probation with VerzeoEdutech Pvt. Ltd. "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **01 December 2021** to **10 December 2021**
OJT Start Date: **11 December 2021**
OJT End Date: **10 June 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **400000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to the <acceptance@verzeo.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **VERZEO EDUTECH if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Verzeo Edutech, and will report on or before **01 December 2021**.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason and you are required to give 15 Days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ DATE: _____
(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination (Original MS for Verification) • 12th standard or equivalent examination (Original MS for Verification) • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	**Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.**

Ref No: MES/24-February-22/IL 032

Date: 24-February-22

Name: Shiva Reddy

Dear Shiva**,**

We are pleased to offer you the position of **Intern – Software Engineer** on behalf of **MESTECH – A Rockwell Automation Company (hereinafter referred to as 'Employer')**. This offer is contingent upon our receipt of your college transcripts, background check and acceptance and signature of the confidentiality and non-compete agreements. Attached are the specific terms and conditions of our offer – please read these important details carefully.

Reporting Relationship: The position will report directly to **Engineering Manager.**

Work Location: Your primary work location will be in **Chennai.** However, your services are transferrable and you may be assigned to any office of MESTECH or any client location. In such case, you will be governed by the policies of that location or client.

Leave and Vacation: Leave applications will be granted as per Company Policy.

Internship period: 7th March 2022 till 8th July 2022

Duration: 4 Months

Stipend: INR 15000 Per Month

Non-Compete Agreement: During your internship, you shall not directly or indirectly, for yourself or on behalf of any other enterprise, person, persons, firms, partnership, corporation, company; own, merge, operate, join, control, be part of, solicit, or be connected in any manner with any business that competes with the Employer including at its known clients or clients that have been introduced to you as part of the normal tasks that are allotted to you during your internship and it shall form part of this offer letter.

Non – Disclosure Agreement: Information pertaining to MESTECH operations and intellectual property is confidential and you will sign a non – disclosure agreement prior to the start date and it shall form part of this offer letter.

Ownership of Intellectual Property Rights: If during your internship with the Employer, you at any time, whether during the course of your normal duties or other duties specifically assigned to you (whether or not during normal working hours), either alone or in conjunction with any other person create or develop any intellectual property (including any work in which copyright subsists or may subsist) you shall hold it in trust for the complete benefit of the Employer and immediately disclose same to the Employer. You also agree that all such intellectual property and the copyright and other intellectual property rights therein will be owned by the Employer insofar as any intellectual property rights therein for the full term in which such rights exist or are capable of existing throughout the world.

© 2021 MESTECH – A Rockwell Automation Company. All Rights Reserved.

You hereby waive unconditionally and irrevocably all of your proprietary rights, moral rights and rights of a similar nature (including those rights arising under the Copyright Act) in respect of any work (including works which may come into existence after the date hereof) in which proprietary rights may subsist, created by you during your employment in each jurisdiction throughout the world, to the extent that such rights may be waived in each respective jurisdiction. This waiver extends to any and all acts of the Employer and their successors, assigns and licensees and acts of third persons done with the authority of the Employer and their successors and assigns.

You agree that you shall at the request of Employer (but without any additional compensation from Employer) execute any and all papers and perform all lawful acts which Employer deems necessary for the preparation, filing, prosecution and maintenance of applications to assign to Employer, its successors, assigns or nominees, all of your right, title and interest in said Intellectual Property Rights and the like, so as to establish or perfect in Employer, its successors, assigns or nominees, the entire right, title and interest in and to said Intellectual Property Rights, and also to execute any instruments necessary or which Employer may deem desirable in connection with any continuation, renewal or reissue thereof. All expenses incurred by you by reason of the performance of any of the obligations set forth in this clause shall be borne by Employer.

Warranties: You hereby warrant that:

No Laws or any agreements entered into by you prior to the acceptance of this employment, bind or restrict you in accepting and signing this agreement and by doing so, you confirm that you have not violated any Laws, Rules or Regulations or Agreements.

During your internship with the Employer you will not disclose any confidential or proprietary information of any third party in contravention of an agreement entered into between you and such party. You will not use, incorporate into and make derivative works out of any confidential or proprietary information of such party for the business operations of Employer whether with or without the knowledge of the Employer.

You acknowledge that this offer letter (along with all Annexures), represents the entire agreement between you and Employer and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon Employer.

INDEPENDENT LEGAL ADVICE: You agree that you have been advised by the Employer that you should obtain independent legal advice in connection with the terms of this offer letter. You confirm that you have obtained such advice and that you fully understand the terms and conditions set out herein and agree to be bound by them.

If you are in agreement with the above outline, please sign below.

For MESTECH - A Rockwell Automation Company
Human Resource: Rashmi Sharma
22 Date: 24-February-22

For Employee: Shiva Reddy
Date: 28-February-

© 2021 MESTECH – A Rockwell Automation Company. All Rights Reserved.

Ref No: MES/24-February-22/IL 033

Date: 24-February-22

Name: D Ramakrishna Reddy

Dear Ramakrishna**,**

We are pleased to offer you the position of **Intern – Software Engineer** on behalf of **MESTECH – A Rockwell Automation Company (hereinafter referred to as 'Employer')**. This offer is contingent upon our receipt of your college transcripts, background check and acceptance and signature of the confidentiality and non-compete agreements. Attached are the specific terms and conditions of our offer – please read these important details carefully.

Reporting Relationship: The position will report directly to **Engineering Manager.**

Work Location: Your primary work location will be in **Chennai.** However, your services are transferrable and you may be assigned to any office of MESTECH or any client location. In such case, you will be governed by the policies of that location or client.

Leave and Vacation: Leave applications will be granted as per Company Policy.

Internship period: 7th March 2022 till 8th July 2022

Duration: 4 Months

Stipend: INR 15000 Per Month

Non-Compete Agreement: During your internship, you shall not directly or indirectly, for yourself or on behalf of any other enterprise, person, persons, firms, partnership, corporation, company; own, merge, operate, join, control, be part of, solicit, or be connected in any manner with any business that competes with the Employer including at its known clients or clients that have been introduced to you as part of the normal tasks that are allotted to you during your internship and it shall form part of this offer letter.

Non – Disclosure Agreement: Information pertaining to MESTECH operations and intellectual property is confidential and you will sign a non – disclosure agreement prior to the start date and it shall form part of this offer letter.

Ownership of Intellectual Property Rights: If during your internship with the Employer, you at any time, whether during the course of your normal duties or other duties specifically assigned to you (whether or not during normal working hours), either alone or in conjunction with any other person create or develop any intellectual property (including any work in which copyright subsists or may subsist) you shall hold it in trust for the complete benefit of the Employer and immediately disclose same to the Employer. You also agree that all such intellectual property and the copyright and other intellectual property rights therein will be owned by the Employer insofar as any intellectual property rights therein for the full term in which such rights exist or are capable of existing throughout the world.

© 2021 MESTECH – A Rockwell Automation Company. All Rights Reserved.

You hereby waive unconditionally and irrevocably all of your proprietary rights, moral rights and rights of a similar nature (including those rights arising under the Copyright Act) in respect of any work (including works which may come into existence after the date hereof) in which proprietary rights may subsist, created by you during your employment in each jurisdiction throughout the world, to the extent that such rights may be waived in each respective jurisdiction. This waiver extends to any and all acts of the Employer and their successors, assigns and licensees and acts of third persons done with the authority of the Employer and their successors and assigns.

You agree that you shall at the request of Employer (but without any additional compensation from Employer) execute any and all papers and perform all lawful acts which Employer deems necessary for the preparation, filing, prosecution and maintenance of applications to assign to Employer, its successors, assigns or nominees, all of your right, title and interest in said Intellectual Property Rights and the like, so as to establish or perfect in Employer, its successors, assigns or nominees, the entire right, title and interest in and to said Intellectual Property Rights, and also to execute any instruments necessary or which Employer may deem desirable in connection with any continuation, renewal or reissue thereof. All expenses incurred by you by reason of the performance of any of the obligations set forth in this clause shall be borne by Employer.

Warranties: You hereby warrant that:

No Laws or any agreements entered into by you prior to the acceptance of this employment, bind or restrict you in accepting and signing this agreement and by doing so, you confirm that you have not violated any Laws, Rules or Regulations or Agreements.

During your internship with the Employer you will not disclose any confidential or proprietary information of any third party in contravention of an agreement entered into between you and such party. You will not use, incorporate into and make derivative works out of any confidential or proprietary information of such party for the business operations of Employer whether with or without the knowledge of the Employer.

You acknowledge that this offer letter (along with all Annexures), represents the entire agreement between you and Employer and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon Employer.

INDEPENDENT LEGAL ADVICE: You agree that you have been advised by the Employer that you should obtain independent legal advice in connection with the terms of this offer letter. You confirm that you have obtained such advice and that you fully understand the terms and conditions set out herein and agree to be bound by them.

If you are in agreement with the above outline, please sign below.

For MESTECH - A Rockwell Automation Company
Human Resource: Rashmi Sharma
22 Date: 24-February-22

For Employee: D Ramakrishna Reddy
Date: 28-February-

© 2021 MESTECH – A Rockwell Automation Company. All Rights Reserved.

Ref No: MES/24-February-22/IL 034

Date: 24-February-22

Name: Alikepalli Simhadri

Dear Alikepalli**,**

We are pleased to offer you the position of **Intern – Software Engineer** on behalf of **MESTECH – A Rockwell Automation Company (hereinafter referred to as 'Employer')**. This offer is contingent upon our receipt of your college transcripts, background check and acceptance and signature of the confidentiality and non-compete agreements. Attached are the specific terms and conditions of our offer – please read these important details carefully.

Reporting Relationship: The position will report directly to **Engineering Manager.**

Work Location: Your primary work location will be in **Chennai.** However, your services are transferrable and you may be assigned to any office of MESTECH or any client location. In such case, you will be governed by the policies of that location or client.

Leave and Vacation: Leave applications will be granted as per Company Policy.

Internship period: 7th March 2022 till 8th July 2022

Duration: 4 Months

Stipend: INR 15000 Per Month

Non-Compete Agreement: During your internship, you shall not directly or indirectly, for yourself or on behalf of any other enterprise, person, persons, firms, partnership, corporation, company; own, merge, operate, join, control, be part of, solicit, or be connected in any manner with any business that competes with the Employer including at its known clients or clients that have been introduced to you as part of the normal tasks that are allotted to you during your internship and it shall form part of this offer letter.

Non – Disclosure Agreement: Information pertaining to MESTECH operations and intellectual property is confidential and you will sign a non – disclosure agreement prior to the start date and it shall form part of this offer letter.

Ownership of Intellectual Property Rights: If during your internship with the Employer, you at any time, whether during the course of your normal duties or other duties specifically assigned to you (whether or not during normal working hours), either alone or in conjunction with any other person create or develop any intellectual property (including any work in which copyright subsists or may subsist) you shall hold it in trust for the complete benefit of the Employer and immediately disclose same to the Employer. You also agree that all such intellectual property and the copyright and other intellectual property rights therein will be owned by the Employer insofar as any intellectual property rights therein for the full term in which such rights exist or are capable of existing throughout the world.

© 2021 MESTECH – A Rockwell Automation Company. All Rights Reserved.

You hereby waive unconditionally and irrevocably all of your proprietary rights, moral rights and rights of a similar nature (including those rights arising under the Copyright Act) in respect of any work (including works which may come into existence after the date hereof) in which proprietary rights may subsist, created by you during your employment in each jurisdiction throughout the world, to the extent that such rights may be waived in each respective jurisdiction. This waiver extends to any and all acts of the Employer and their successors, assigns and licensees and acts of third persons done with the authority of the Employer and their successors and assigns.

You agree that you shall at the request of Employer (but without any additional compensation from Employer) execute any and all papers and perform all lawful acts which Employer deems necessary for the preparation, filing, prosecution and maintenance of applications to assign to Employer, its successors, assigns or nominees, all of your right, title and interest in said Intellectual Property Rights and the like, so as to establish or perfect in Employer, its successors, assigns or nominees, the entire right, title and interest in and to said Intellectual Property Rights, and also to execute any instruments necessary or which Employer may deem desirable in connection with any continuation, renewal or reissue thereof. All expenses incurred by you by reason of the performance of any of the obligations set forth in this clause shall be borne by Employer.

Warranties: You hereby warrant that:

No Laws or any agreements entered into by you prior to the acceptance of this employment, bind or restrict you in accepting and signing this agreement and by doing so, you confirm that you have not violated any Laws, Rules or Regulations or Agreements.

During your internship with the Employer you will not disclose any confidential or proprietary information of any third party in contravention of an agreement entered into between you and such party. You will not use, incorporate into and make derivative works out of any confidential or proprietary information of such party for the business operations of Employer whether with or without the knowledge of the Employer.

You acknowledge that this offer letter (along with all Annexures), represents the entire agreement between you and Employer and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon Employer.

INDEPENDENT LEGAL ADVICE: You agree that you have been advised by the Employer that you should obtain independent legal advice in connection with the terms of this offer letter. You confirm that you have obtained such advice and that you fully understand the terms and conditions set out herein and agree to be bound by them.

If you are in agreement with the above outline, please sign below.

For MESTECH - A Rockwell Automation Company
Human Resource: Rashmi Sharma
22 Date: 24-February-22

For Employee: Alikepalli Simhadri
Date: 28-February-

© 2021 MESTECH – A Rockwell Automation Company. All Rights Reserved.

Ref No: MES/24-February-22/IL 035

Date: 24-February-22

Name: S Siva Kotaiah

Dear Siva**,**

We are pleased to offer you the position of **Intern – Software Engineer** on behalf of **MESTECH – A Rockwell Automation Company (hereinafter referred to as 'Employer')**. This offer is contingent upon our receipt of your college transcripts, background check and acceptance and signature of the confidentiality and non-compete agreements. Attached are the specific terms and conditions of our offer – please read these important details carefully.

Reporting Relationship: The position will report directly to **Engineering Manager.**

Work Location: Your primary work location will be in **Chennai.** However, your services are transferrable and you may be assigned to any office of MESTECH or any client location. In such case, you will be governed by the policies of that location or client.

Leave and Vacation: Leave applications will be granted as per Company Policy.

Internship period: 7th March 2022 till 8th July 2022

Duration: 4 Months

Stipend: INR 15000 Per Month

Non-Compete Agreement: During your internship, you shall not directly or indirectly, for yourself or on behalf of any other enterprise, person, persons, firms, partnership, corporation, company; own, merge, operate, join, control, be part of, solicit, or be connected in any manner with any business that competes with the Employer including at its known clients or clients that have been introduced to you as part of the normal tasks that are allotted to you during your internship and it shall form part of this offer letter.

Non – Disclosure Agreement: Information pertaining to MESTECH operations and intellectual property is confidential and you will sign a non – disclosure agreement prior to the start date and it shall form part of this offer letter.

Ownership of Intellectual Property Rights: If during your internship with the Employer, you at any time, whether during the course of your normal duties or other duties specifically assigned to you (whether or not during normal working hours), either alone or in conjunction with any other person create or develop any intellectual property (including any work in which copyright subsists or may subsist) you shall hold it in trust for the complete benefit of the Employer and immediately disclose same to the Employer. You also agree that all such intellectual property and the copyright and other intellectual property rights therein will be owned by the Employer insofar as any intellectual property rights therein for the full term in which such rights exist or are capable of existing throughout the world.

© 2021 MESTECH – A Rockwell Automation Company. All Rights Reserved.

You hereby waive unconditionally and irrevocably all of your proprietary rights, moral rights and rights of a similar nature (including those rights arising under the Copyright Act) in respect of any work (including works which may come into existence after the date hereof) in which proprietary rights may subsist, created by you during your employment in each jurisdiction throughout the world, to the extent that such rights may be waived in each respective jurisdiction. This waiver extends to any and all acts of the Employer and their successors, assigns and licensees and acts of third persons done with the authority of the Employer and their successors and assigns.

You agree that you shall at the request of Employer (but without any additional compensation from Employer) execute any and all papers and perform all lawful acts which Employer deems necessary for the preparation, filing, prosecution and maintenance of applications to assign to Employer, its successors, assigns or nominees, all of your right, title and interest in said Intellectual Property Rights and the like, so as to establish or perfect in Employer, its successors, assigns or nominees, the entire right, title and interest in and to said Intellectual Property Rights, and also to execute any instruments necessary or which Employer may deem desirable in connection with any continuation, renewal or reissue thereof. All expenses incurred by you by reason of the performance of any of the obligations set forth in this clause shall be borne by Employer.

Warranties: You hereby warrant that:

No Laws or any agreements entered into by you prior to the acceptance of this employment, bind or restrict you in accepting and signing this agreement and by doing so, you confirm that you have not violated any Laws, Rules or Regulations or Agreements.

During your internship with the Employer you will not disclose any confidential or proprietary information of any third party in contravention of an agreement entered into between you and such party. You will not use, incorporate into and make derivative works out of any confidential or proprietary information of such party for the business operations of Employer whether with or without the knowledge of the Employer.

You acknowledge that this offer letter (along with all Annexures), represents the entire agreement between you and Employer and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon Employer.

INDEPENDENT LEGAL ADVICE: You agree that you have been advised by the Employer that you should obtain independent legal advice in connection with the terms of this offer letter. You confirm that you have obtained such advice and that you fully understand the terms and conditions set out herein and agree to be bound by them.

If you are in agreement with the above outline, please sign below.

For MESTECH - A Rockwell Automation Company
Human Resource: Rashmi Sharma
22 Date: 24-February-22

For Employee: S Siva Kotaiah
Date: 28-February-

© 2021 MESTECH – A Rockwell Automation Company. All Rights Reserved.

Ref No: MES/24-February-22/IL 036

Date: 24-February-22

Name: Arava Mallikarjunarao

Dear Arava**,**

We are pleased to offer you the position of **Intern – Software Engineer** on behalf of **MESTECH – A Rockwell Automation Company (hereinafter referred to as 'Employer')**. This offer is contingent upon our receipt of your college transcripts, background check and acceptance and signature of the confidentiality and non-compete agreements. Attached are the specific terms and conditions of our offer – please read these important details carefully.

Reporting Relationship: The position will report directly to **Engineering Manager.**

Work Location: Your primary work location will be in **Chennai.** However, your services are transferrable and you may be assigned to any office of MESTECH or any client location. In such case, you will be governed by the policies of that location or client.

Leave and Vacation: Leave applications will be granted as per Company Policy.

Internship period: 7th March 2022 till 8th July 2022

Duration: 4 Months

Stipend: INR 15000 Per Month

Non-Compete Agreement: During your internship, you shall not directly or indirectly, for yourself or on behalf of any other enterprise, person, persons, firms, partnership, corporation, company; own, merge, operate, join, control, be part of, solicit, or be connected in any manner with any business that competes with the Employer including at its known clients or clients that have been introduced to you as part of the normal tasks that are allotted to you during your internship and it shall form part of this offer letter.

Non – Disclosure Agreement: Information pertaining to MESTECH operations and intellectual property is confidential and you will sign a non – disclosure agreement prior to the start date and it shall form part of this offer letter.

Ownership of Intellectual Property Rights: If during your internship with the Employer, you at any time, whether during the course of your normal duties or other duties specifically assigned to you (whether or not during normal working hours), either alone or in conjunction with any other person create or develop any intellectual property (including any work in which copyright subsists or may subsist) you shall hold it in trust for the complete benefit of the Employer and immediately disclose same to the Employer. You also agree that all such intellectual property and the copyright and other intellectual property rights therein will be owned by the Employer insofar as any intellectual property rights therein for the full term in which such rights exist or are capable of existing throughout the world.

© 2021 MESTECH – A Rockwell Automation Company. All Rights Reserved.

You hereby waive unconditionally and irrevocably all of your proprietary rights, moral rights and rights of a similar nature (including those rights arising under the Copyright Act) in respect of any work (including works which may come into existence after the date hereof) in which proprietary rights may subsist, created by you during your employment in each jurisdiction throughout the world, to the extent that such rights may be waived in each respective jurisdiction. This waiver extends to any and all acts of the Employer and their successors, assigns and licensees and acts of third persons done with the authority of the Employer and their successors and assigns.

You agree that you shall at the request of Employer (but without any additional compensation from Employer) execute any and all papers and perform all lawful acts which Employer deems necessary for the preparation, filing, prosecution and maintenance of applications to assign to Employer, its successors, assigns or nominees, all of your right, title and interest in said Intellectual Property Rights and the like, so as to establish or perfect in Employer, its successors, assigns or nominees, the entire right, title and interest in and to said Intellectual Property Rights, and also to execute any instruments necessary or which Employer may deem desirable in connection with any continuation, renewal or reissue thereof. All expenses incurred by you by reason of the performance of any of the obligations set forth in this clause shall be borne by Employer.

Warranties: You hereby warrant that:

No Laws or any agreements entered into by you prior to the acceptance of this employment, bind or restrict you in accepting and signing this agreement and by doing so, you confirm that you have not violated any Laws, Rules or Regulations or Agreements.

During your internship with the Employer you will not disclose any confidential or proprietary information of any third party in contravention of an agreement entered into between you and such party. You will not use, incorporate into and make derivative works out of any confidential or proprietary information of such party for the business operations of Employer whether with or without the knowledge of the Employer.

You acknowledge that this offer letter (along with all Annexures), represents the entire agreement between you and Employer and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon Employer.

INDEPENDENT LEGAL ADVICE: You agree that you have been advised by the Employer that you should obtain independent legal advice in connection with the terms of this offer letter. You confirm that you have obtained such advice and that you fully understand the terms and conditions set out herein and agree to be bound by them.

If you are in agreement with the above outline, please sign below.

For MESTECH - A Rockwell Automation Company
Human Resource: Rashmi Sharma
22 Date: 24-February-22

For Employee: Arava Mallikarjunarao
Date: 28-February-

© 2021 MESTECH – A Rockwell Automation Company. All Rights Reserved.

Ref No: MES/24-February-22/IL 037

Date: 24-February-22

Name: Koushik Kolisetty

Dear Koushik**,**

We are pleased to offer you the position of **Intern – Software Engineer** on behalf of **MESTECH – A Rockwell Automation Company (hereinafter referred to as 'Employer')**. This offer is contingent upon our receipt of your college transcripts, background check and acceptance and signature of the confidentiality and non-compete agreements. Attached are the specific terms and conditions of our offer – please read these important details carefully.

Reporting Relationship: The position will report directly to **Engineering Manager.**

Work Location: Your primary work location will be in **Chennai.** However, your services are transferrable and you may be assigned to any office of MESTECH or any client location. In such case, you will be governed by the policies of that location or client.

Leave and Vacation: Leave applications will be granted as per Company Policy.

Internship period: 7th March 2022 till 8th July 2022

Duration: 4 Months

Stipend: INR 15000 Per Month

Non-Compete Agreement: During your internship, you shall not directly or indirectly, for yourself or on behalf of any other enterprise, person, persons, firms, partnership, corporation, company; own, merge, operate, join, control, be part of, solicit, or be connected in any manner with any business that competes with the Employer including at its known clients or clients that have been introduced to you as part of the normal tasks that are allotted to you during your internship and it shall form part of this offer letter.

Non – Disclosure Agreement: Information pertaining to MESTECH operations and intellectual property is confidential and you will sign a non – disclosure agreement prior to the start date and it shall form part of this offer letter.

Ownership of Intellectual Property Rights: If during your internship with the Employer, you at any time, whether during the course of your normal duties or other duties specifically assigned to you (whether or not during normal working hours), either alone or in conjunction with any other person create or develop any intellectual property (including any work in which copyright subsists or may subsist) you shall hold it in trust for the complete benefit of the Employer and immediately disclose same to the Employer. You also agree that all such intellectual property and the copyright and other intellectual property rights therein will be owned by the Employer insofar as any intellectual property rights therein for the full term in which such rights exist or are capable of existing throughout the world.

© 2021 MESTECH – A Rockwell Automation Company. All Rights Reserved.

You hereby waive unconditionally and irrevocably all of your proprietary rights, moral rights and rights of a similar nature (including those rights arising under the Copyright Act) in respect of any work (including works which may come into existence after the date hereof) in which proprietary rights may subsist, created by you during your employment in each jurisdiction throughout the world, to the extent that such rights may be waived in each respective jurisdiction. This waiver extends to any and all acts of the Employer and their successors, assigns and licensees and acts of third persons done with the authority of the Employer and their successors and assigns.

You agree that you shall at the request of Employer (but without any additional compensation from Employer) execute any and all papers and perform all lawful acts which Employer deems necessary for the preparation, filing, prosecution and maintenance of applications to assign to Employer, its successors, assigns or nominees, all of your right, title and interest in said Intellectual Property Rights and the like, so as to establish or perfect in Employer, its successors, assigns or nominees, the entire right, title and interest in and to said Intellectual Property Rights, and also to execute any instruments necessary or which Employer may deem desirable in connection with any continuation, renewal or reissue thereof. All expenses incurred by you by reason of the performance of any of the obligations set forth in this clause shall be borne by Employer.

Warranties: You hereby warrant that:

No Laws or any agreements entered into by you prior to the acceptance of this employment, bind or restrict you in accepting and signing this agreement and by doing so, you confirm that you have not violated any Laws, Rules or Regulations or Agreements.

During your internship with the Employer you will not disclose any confidential or proprietary information of any third party in contravention of an agreement entered into between you and such party. You will not use, incorporate into and make derivative works out of any confidential or proprietary information of such party for the business operations of Employer whether with or without the knowledge of the Employer.

You acknowledge that this offer letter (along with all Annexures), represents the entire agreement between you and Employer and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon Employer.

INDEPENDENT LEGAL ADVICE: You agree that you have been advised by the Employer that you should obtain independent legal advice in connection with the terms of this offer letter. You confirm that you have obtained such advice and that you fully understand the terms and conditions set out herein and agree to be bound by them.

If you are in agreement with the above outline, please sign below.

For MESTECH - A Rockwell Automation Company
Human Resource: Rashmi Sharma
22 Date: 24-February-22

For Employee: Koushik Kolisetty
Date: 28-February-

© 2021 MESTECH – A Rockwell Automation Company. All Rights Reserved.

Ref No: MES/24-February-22/IL 038

Date: 24-February-22

Name: Lemati Gopalakrishna

Dear Lemati**,**

We are pleased to offer you the position of **Intern – Software Engineer** on behalf of **MESTECH – A Rockwell Automation Company (hereinafter referred to as 'Employer')**. This offer is contingent upon our receipt of your college transcripts, background check and acceptance and signature of the confidentiality and non-compete agreements. Attached are the specific terms and conditions of our offer – please read these important details carefully.

Reporting Relationship: The position will report directly to **Engineering Manager.**

Work Location: Your primary work location will be in **Chennai.** However, your services are transferrable and you may be assigned to any office of MESTECH or any client location. In such case, you will be governed by the policies of that location or client.

Leave and Vacation: Leave applications will be granted as per Company Policy.

Internship period: 7th March 2022 till 8th July 2022

Duration: 4 Months

Stipend: INR 15000 Per Month

Non-Compete Agreement: During your internship, you shall not directly or indirectly, for yourself or on behalf of any other enterprise, person, persons, firms, partnership, corporation, company; own, merge, operate, join, control, be part of, solicit, or be connected in any manner with any business that competes with the Employer including at its known clients or clients that have been introduced to you as part of the normal tasks that are allotted to you during your internship and it shall form part of this offer letter.

Non – Disclosure Agreement: Information pertaining to MESTECH operations and intellectual property is confidential and you will sign a non – disclosure agreement prior to the start date and it shall form part of this offer letter.

Ownership of Intellectual Property Rights: If during your internship with the Employer, you at any time, whether during the course of your normal duties or other duties specifically assigned to you (whether or not during normal working hours), either alone or in conjunction with any other person create or develop any intellectual property (including any work in which copyright subsists or may subsist) you shall hold it in trust for the complete benefit of the Employer and immediately disclose same to the Employer. You also agree that all such intellectual property and the copyright and other intellectual property rights therein will be owned by the Employer insofar as any intellectual property rights therein for the full term in which such rights exist or are capable of existing throughout the world.

© 2021 MESTECH – A Rockwell Automation Company. All Rights Reserved.

You hereby waive unconditionally and irrevocably all of your proprietary rights, moral rights and rights of a similar nature (including those rights arising under the Copyright Act) in respect of any work (including works which may come into existence after the date hereof) in which proprietary rights may subsist, created by you during your employment in each jurisdiction throughout the world, to the extent that such rights may be waived in each respective jurisdiction. This waiver extends to any and all acts of the Employer and their successors, assigns and licensees and acts of third persons done with the authority of the Employer and their successors and assigns.

You agree that you shall at the request of Employer (but without any additional compensation from Employer) execute any and all papers and perform all lawful acts which Employer deems necessary for the preparation, filing, prosecution and maintenance of applications to assign to Employer, its successors, assigns or nominees, all of your right, title and interest in said Intellectual Property Rights and the like, so as to establish or perfect in Employer, its successors, assigns or nominees, the entire right, title and interest in and to said Intellectual Property Rights, and also to execute any instruments necessary or which Employer may deem desirable in connection with any continuation, renewal or reissue thereof. All expenses incurred by you by reason of the performance of any of the obligations set forth in this clause shall be borne by Employer.

Warranties: You hereby warrant that:

No Laws or any agreements entered into by you prior to the acceptance of this employment, bind or restrict you in accepting and signing this agreement and by doing so, you confirm that you have not violated any Laws, Rules or Regulations or Agreements.

During your internship with the Employer you will not disclose any confidential or proprietary information of any third party in contravention of an agreement entered into between you and such party. You will not use, incorporate into and make derivative works out of any confidential or proprietary information of such party for the business operations of Employer whether with or without the knowledge of the Employer.

You acknowledge that this offer letter (along with all Annexures), represents the entire agreement between you and Employer and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon Employer.

INDEPENDENT LEGAL ADVICE: You agree that you have been advised by the Employer that you should obtain independent legal advice in connection with the terms of this offer letter. You confirm that you have obtained such advice and that you fully understand the terms and conditions set out herein and agree to be bound by them.

If you are in agreement with the above outline, please sign below.

For MESTECH - A Rockwell Automation Company
Human Resource: Rashmi Sharma
22 Date: 24-February-22

For Employee: Lemati Gopalakrishna
Date: 28-February-

© 2021 MESTECH – A Rockwell Automation Company. All Rights Reserved.

Ref No: MES/24-February-22/IL 039

Date: 24-February-22

Name: Esarla Mahesh Naidu

Dear Esarla**,**

We are pleased to offer you the position of **Intern – Software Engineer** on behalf of **MESTECH – A Rockwell Automation Company (hereinafter referred to as 'Employer')**. This offer is contingent upon our receipt of your college transcripts, background check and acceptance and signature of the confidentiality and non-compete agreements. Attached are the specific terms and conditions of our offer – please read these important details carefully.

Reporting Relationship: The position will report directly to **Engineering Manager.**

Work Location: Your primary work location will be in **Chennai.** However, your services are transferrable and you may be assigned to any office of MESTECH or any client location. In such case, you will be governed by the policies of that location or client.

Leave and Vacation: Leave applications will be granted as per Company Policy.

Internship period: 7th March 2022 till 8th July 2022

Duration: 4 Months

Stipend: INR 15000 Per Month

Non-Compete Agreement: During your internship, you shall not directly or indirectly, for yourself or on behalf of any other enterprise, person, persons, firms, partnership, corporation, company; own, merge, operate, join, control, be part of, solicit, or be connected in any manner with any business that competes with the Employer including at its known clients or clients that have been introduced to you as part of the normal tasks that are allotted to you during your internship and it shall form part of this offer letter.

Non – Disclosure Agreement: Information pertaining to MESTECH operations and intellectual property is confidential and you will sign a non – disclosure agreement prior to the start date and it shall form part of this offer letter.

Ownership of Intellectual Property Rights: If during your internship with the Employer, you at any time, whether during the course of your normal duties or other duties specifically assigned to you (whether or not during normal working hours), either alone or in conjunction with any other person create or develop any intellectual property (including any work in which copyright subsists or may subsist) you shall hold it in trust for the complete benefit of the Employer and immediately disclose same to the Employer. You also agree that all such intellectual property and the copyright and other intellectual property rights therein will be owned by the Employer insofar as any intellectual property rights therein for the full term in which such rights exist or are capable of existing throughout the world.

© 2021 MESTECH – A Rockwell Automation Company. All Rights Reserved.

You hereby waive unconditionally and irrevocably all of your proprietary rights, moral rights and rights of a similar nature (including those rights arising under the Copyright Act) in respect of any work (including works which may come into existence after the date hereof) in which proprietary rights may subsist, created by you during your employment in each jurisdiction throughout the world, to the extent that such rights may be waived in each respective jurisdiction. This waiver extends to any and all acts of the Employer and their successors, assigns and licensees and acts of third persons done with the authority of the Employer and their successors and assigns.

You agree that you shall at the request of Employer (but without any additional compensation from Employer) execute any and all papers and perform all lawful acts which Employer deems necessary for the preparation, filing, prosecution and maintenance of applications to assign to Employer, its successors, assigns or nominees, all of your right, title and interest in said Intellectual Property Rights and the like, so as to establish or perfect in Employer, its successors, assigns or nominees, the entire right, title and interest in and to said Intellectual Property Rights, and also to execute any instruments necessary or which Employer may deem desirable in connection with any continuation, renewal or reissue thereof. All expenses incurred by you by reason of the performance of any of the obligations set forth in this clause shall be borne by Employer.

Warranties: You hereby warrant that:

No Laws or any agreements entered into by you prior to the acceptance of this employment, bind or restrict you in accepting and signing this agreement and by doing so, you confirm that you have not violated any Laws, Rules or Regulations or Agreements.

During your internship with the Employer you will not disclose any confidential or proprietary information of any third party in contravention of an agreement entered into between you and such party. You will not use, incorporate into and make derivative works out of any confidential or proprietary information of such party for the business operations of Employer whether with or without the knowledge of the Employer.

You acknowledge that this offer letter (along with all Annexures), represents the entire agreement between you and Employer and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon Employer.

INDEPENDENT LEGAL ADVICE: You agree that you have been advised by the Employer that you should obtain independent legal advice in connection with the terms of this offer letter. You confirm that you have obtained such advice and that you fully understand the terms and conditions set out herein and agree to be bound by them.

If you are in agreement with the above outline, please sign below.

For MESTECH - A Rockwell Automation Company
Human Resource: Rashmi Sharma
22 Date: 24-February-22

For Employee: Esarla Mahesh Naidu
Date: 28-February-

© 2021 MESTECH – A Rockwell Automation Company. All Rights Reserved.

Ref No: MES/24-February-22/IL 040

Date: 24-February-22

Name: Venu Veera

Dear Venu**,**

We are pleased to offer you the position of **Intern – Software Engineer** on behalf of **MESTECH – A Rockwell Automation Company (hereinafter referred to as 'Employer')**. This offer is contingent upon our receipt of your college transcripts, background check and acceptance and signature of the confidentiality and non-compete agreements. Attached are the specific terms and conditions of our offer – please read these important details carefully.

Reporting Relationship: The position will report directly to **Engineering Manager.**

Work Location: Your primary work location will be in **Chennai.** However, your services are transferrable and you may be assigned to any office of MESTECH or any client location. In such case, you will be governed by the policies of that location or client.

Leave and Vacation: Leave applications will be granted as per Company Policy.

Internship period: 7th March 2022 till 8th July 2022

Duration: 4 Months

Stipend: INR 15000 Per Month

Non-Compete Agreement: During your internship, you shall not directly or indirectly, for yourself or on behalf of any other enterprise, person, persons, firms, partnership, corporation, company; own, merge, operate, join, control, be part of, solicit, or be connected in any manner with any business that competes with the Employer including at its known clients or clients that have been introduced to you as part of the normal tasks that are allotted to you during your internship and it shall form part of this offer letter.

Non – Disclosure Agreement: Information pertaining to MESTECH operations and intellectual property is confidential and you will sign a non – disclosure agreement prior to the start date and it shall form part of this offer letter.

Ownership of Intellectual Property Rights: If during your internship with the Employer, you at any time, whether during the course of your normal duties or other duties specifically assigned to you (whether or not during normal working hours), either alone or in conjunction with any other person create or develop any intellectual property (including any work in which copyright subsists or may subsist) you shall hold it in trust for the complete benefit of the Employer and immediately disclose same to the Employer. You also agree that all such intellectual property and the copyright and other intellectual property rights therein will be owned by the Employer insofar as any intellectual property rights therein for the full term in which such rights exist or are capable of existing throughout the world.

© 2021 MESTECH – A Rockwell Automation Company. All Rights Reserved.

You hereby waive unconditionally and irrevocably all of your proprietary rights, moral rights and rights of a similar nature (including those rights arising under the Copyright Act) in respect of any work (including works which may come into existence after the date hereof) in which proprietary rights may subsist, created by you during your employment in each jurisdiction throughout the world, to the extent that such rights may be waived in each respective jurisdiction. This waiver extends to any and all acts of the Employer and their successors, assigns and licensees and acts of third persons done with the authority of the Employer and their successors and assigns.

You agree that you shall at the request of Employer (but without any additional compensation from Employer) execute any and all papers and perform all lawful acts which Employer deems necessary for the preparation, filing, prosecution and maintenance of applications to assign to Employer, its successors, assigns or nominees, all of your right, title and interest in said Intellectual Property Rights and the like, so as to establish or perfect in Employer, its successors, assigns or nominees, the entire right, title and interest in and to said Intellectual Property Rights, and also to execute any instruments necessary or which Employer may deem desirable in connection with any continuation, renewal or reissue thereof. All expenses incurred by you by reason of the performance of any of the obligations set forth in this clause shall be borne by Employer.

Warranties: You hereby warrant that:

No Laws or any agreements entered into by you prior to the acceptance of this employment, bind or restrict you in accepting and signing this agreement and by doing so, you confirm that you have not violated any Laws, Rules or Regulations or Agreements.

During your internship with the Employer you will not disclose any confidential or proprietary information of any third party in contravention of an agreement entered into between you and such party. You will not use, incorporate into and make derivative works out of any confidential or proprietary information of such party for the business operations of Employer whether with or without the knowledge of the Employer.

You acknowledge that this offer letter (along with all Annexures), represents the entire agreement between you and Employer and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon Employer.

INDEPENDENT LEGAL ADVICE: You agree that you have been advised by the Employer that you should obtain independent legal advice in connection with the terms of this offer letter. You confirm that you have obtained such advice and that you fully understand the terms and conditions set out herein and agree to be bound by them.

If you are in agreement with the above outline, please sign below.

For MESTECH - A Rockwell Automation Company	**For Employee: Venu Veera**
Human Resource: Rashmi Sharma	**Date: 28-February-**
22 Date: 24-February-22	

© 2021 MESTECH – A Rockwell Automation Company. All Rights Reserved.

Skill VERTEX

EDUCATION DOESN'T ASSURE EMPLOYMENT BUT SKILL DOES

28th January 2022

Dear Pakker Mohamed,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment offer (internship based) .

We take this opportunity in wishing you the very best in your new employment as well as advising you that our offer letter is on the following terms and conditions:

1. **Period of Service:** The first two (2) months of your service will be internship based. You shall, for the purpose of your employment with us, sign this offer letter for submission and approval of the management. You will be monitored in these 2 months for if you perform well, you will get an employment offer.

2. **Designation and Salary:** You shall be working as Digital Marketing intern with us, and your benefits will be as follows:

3. **Remuneration:** During internship period you will be eligible for a stipend of 17,000 fixed.

Please find the following confirmation of your employment.

Internship Start Date: 08/02/2022

Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary. During the internship period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 days' notice should you wish to terminate your offer before the end of your internship period.

By accepting this offer letter of appointment, you acknowledge that you will keep all this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the

Skill VERTEX

EDUCATION DOESN'T ASSURE EMPLOYMENT BUT SKILL DOES

complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. Official communication either within the company or outside the company should be through the official Email of the HR only.

To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to <offerletter@skillvertex.in > within 3 working days from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of Upskilling Edutech Private Limited if we do not receive your acceptance as per the mentioned timeline.

Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Internship leading to full time employment.

Pay during Internship: 17,000 fixed .

Reporting Location: Bangalore office

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Upskilling Edutech Private Limited, and will report on or before the joining date given to you.

NAME: Pathan Mohamed Sohail.K DATE: 30.01.2022

(Candidate's Signature)

Manager-Human Resources,

Upskilling Edutech Private Limited.

+91 9606012805
+91 9606012806

support@skillvertex.in
www.skillvertex.in

Upskilling Edutech Pvt. Ltd, Embassy Tech Square(signet) Cessna Business Park, Sarjapur - Marathahalli Outer Ring Road, Post- Kadubeesanahalli, Bellandur, Bengaluru, Karnataka 560103

Skill VERTEX

EDUCATION DOESN'T ASSURE EMPLOYMENT BUT SKILL DOES

SI. NO.	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 12th standard or equivalent examination • Graduation Other relevant educational certifications
2.	Colour scanned copy of your photographs
3.	PAN Card and Aadhar card Scanned Copy.
4.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. Ashok Thulluri

Subject: Offer letter

Dear **Ashok Thulluri,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. Aniruthan

Subject: Offer letter

Dear **Aniruthan,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. James Boaz

Subject: Offer letter

Dear **James,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. Vishnu D

Subject: Offer letter

Dear **Vishnu,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. Prasanth P

Subject: Offer letter

Dear **Prasanth,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. T Sai Kumar

Subject: Offer letter

Dear **Sai Kumar,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. Sammeta Pavan Dharma Teja

Subject: Offer letter

Dear **Sammeta,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. K Tharakasimha Reddy

Subject: Offer letter

Dear **Tharakasimha,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. Narella Chandra Mouli

Subject: Offer letter

Dear **Narella,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. Kondepudi Raju

Subject: Offer letter

Dear **Kondepudi,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. P N Tharun

Subject: Offer letter

Dear **Tharun,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. Patnam Karun Kumar

Subject: Offer letter

Dear **Patnam,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. Sugasani Naga Venkata Sai

Santhosh Kumar

Subject: Offer letter

Dear **Sugasani Santhosh Kumar,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. Manugunta Sai Nithish Reddy

Subject: Offer letter

Dear **Sai Nithish Reddy,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. Gogula Brahmam

Subject: Offer letter

Dear **Gogula,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. M Satheeshkumar

Subject: Offer letter

Dear **Satheeshkumar,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. Md Shahin Huda

Subject: Offer letter

Dear **Shahin Huda,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. K Bharath

Subject: Offer letter

Dear **Bharath,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. Hariharan S

Subject: Offer letter

Dear **Hariharan,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. Prabhu R R

Subject: Offer letter

Dear **Prabhu,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. Gowtham

Subject: Offer letter

Dear **Gowtham,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

RP - Sanjiv Goenka Group
Growing Legacies

firstsource
Stay Ahead

13th April 2022

Mr/Ms. Aravind K

Subject: Offer letter

Dear **Aravind,**

We are pleased to make you an offer of employment with **Firstsource Solutions Limited**. You will be designated as **Associate software engineer (Grade H)** located at Hyderabad. Your date of appointment is effective from the date of joining.

The break-up of your salary is as follows:

Element	Amount
Basic	10000
House Rent Allowance	5000
Flexible Benefits Plan	2618
Special Allowance	1952
GROSS SALARY	**19570**
PF (12% of Basic) – Co. Contribution	1200
Gratuity(4.8% of Basic)*	480
RETIRALS	**1680**
FIXED SALARY (p.m.)	**10000**
FIXED SALARY (p.a.)	**2084**
Annual Performance Pay (p.a.)***	**33334**
TOTAL ANNUAL CTC (p.a)	**400008**

* Payable as per Gratuity Act

** Performance Pay is linked to Individual and Company performance and is paid as per policy subject to employee being on rolls on payout date.

***Taxes as per the Income Tax rules will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

You will be given a detailed appointment letter once you join us which would explain fully the terms and conditions of employment. We hope that your association with Firstsource will be a long and fruitful one.

Yours truly,

For Firstsource Solutions Limited

Shahul Karim

SVP – Human Resources

A Raymond Network members*

A RAYMOND FASTENERS INDIA Pvt. Ltd
Gat No. 259, 276/8B
Nighoje-Chakan, Taluka-Khed
Pune 410501
Maharashtra - INDIA
Tel: +91 (02135) 676 200
Fax: +91 (02135) 676 295
CIN: U24139PN2007PTC133150

ARaymond
MORE THAN FASTENING

Ref: AR/HR/2021-147 Date: 20-12-2021

To,

Mr/Ms. Kodali Datta Bhaskar
Bharath Institute of Higher Education and Research
Chennai.

Subject: Offer Letter

Dear **Kodali Datta Bhaskar,**

This has reference to your candidature and subsequent campus interview you had with us. We are pleased to offer you the position of Graduate Engineer Trainee in our organization based at Pune location from **4th April 2022**. Please note the said joining date is subject to change considering the present pandemic situation.

Your appointment as Graduate Engineer Trainee is subject to attaining the required Educational qualification as prescribed by the company.

You will receive a remuneration of **Rs.3 lacs per annum** during your probation period.

Our detailed letter containing terms and condition will be given to you on your joining. Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Yours Faith fully,

For A Raymond Fasteners India Pvt. Ltd., **Agree and Accepted**

_____ _____

Human Resources

SoCtronics Technologies Pvt. Ltd.
Plot No 89 &90.-8-2-120/76/115. Road No.2
Banjara Hills. Hyderabad -500 034. Telangana. India
CIN-U72200TG2000PTC033921
Tel: +91-40-4392 9999 Fax: +91-40-4392 9998
E-mail: corporate@soctronics.com URL: www.soctronics.com

Letter Of Intent (LoI)

Ref No: SoCT/LoI/ET

Date: 03-12-2021

Name: Pothana Bhavya

College: BHARAT INSTITUTE Of ENGINEERING AND TECHNOLOGY

Dear Pothana Bhavya,

Sub: Selection as **Engineer Trainee** - Regarding

Based on your performance in the written test and subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "**VEDA IIT**" and shall include its successors and permitted assigns), we are pleased to inform you that you have been provisionally selected by SoCtronics Technologies Pvt. Ltd., (the "Company" and includes its successors and permitted assigns) for undergoing six-month training at VEDA IIT and the Company in the domain of Application SW Development which is being conducted by VEDA IIT (hereinafter collectively referred to as the ("Training Program"). After the successful completion of the Training Program that is likely to take 6 months (or such extended period required to complete the training formalities which shall be intimated in advance), you will be offered employment as **Engineer Trainee** in the Company. At the time of joining the Company and during your employment with the Company you may be deployed to work at any of the Company locations or with any of the Company's customer locations or at those of the affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

VEDA IIT is expected to schedule the Training Program on **Jan 17, 2022** and you are expected to join this batch and need to complete all joining formalities. However, schedule given is tentative and is subject to change at the discretion of SoCtronics Technologies Pvt. Ltd..

After successful completion of the Training Program as per the assessment criteria laid out by VEDA IIT and strict adherence to the code of conduct and character formulated by VEDA IIT, you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as Engineer Trainee and will undergo on-the-job training. During your Employment as Engineer Trainee and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **3 days** of receiving the LoI, provide a confirmation of your joining the Training Program in Application SW Development tentatively on Jan 17, 2022 or anydate rescheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LoI in the footer column and send the same to the Company.

- Within **1 week**, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

Place:
Date:

Name:
Signature:

II. Formalities to be completed **3 Weeks** prior to joining the Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Training Program with VEDA IIT in **Application SW Development** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. As part of on-the-job training, the Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this LoI and other agreements, as may be required, you hereby agree to successfully complete the Training Program and commence employment with the Company for a minimum period of Three **[3]** years from the date of employment as Engineer Trainee excluding notice period for resignation, unauthorized leave, leave without pay and study leave, maternity leave beyond the statutory limit, if any, as applicable ("Training Cost Reimbursement Period").

In order to provide an assurance of employment during the Training Cost Reimbursement Period, you are hereby required to secure the Company for an aggregate amount of Rs. 4,00,000/- (Rupees Four Lakhs only) in the form of an upfront bank guarantee (format provided by the Company) and/or other legally valid instruments which shall be valid for the Training Cost Reimbursement Period.

During the first year of your employment with the Company as Engineer Trainee you will be paid a CTC of in the range of Rs. **3,60,000 (Rupees Three Lakhs Sixty Thousand)** to **4,20,000 (Rupees Four Lakhs Twenty Thousand)** per annum based on your performance during training period. You will continue as Engineer Trainee, for a period of one year from the date of joining and if your performance is found to meet and/or exceed expectations of the Company, you will be promoted as Engineer 1.Your salary revision will happen aligned to the Company’s appraisal cycle which is usually 1st of April or later, if the appraisal cycle is deferred across the Company, taking into account your tenure with the Company from date of joining to the effective date of salary hike and performance during such tenure.

Place:	Name:
Date:	Signature:

You will be issued an appointment letter with a start date of your employment on the successful completion of your Training Program. As part of the employment, you will also be required to execute certain other agreements and provide documentations as required by the Company in relation to your employment.

The Company offers a stimulating work environment and many challenging responsibilities. We congratulate you on your success in passing through a technical selection process showing your aptitude to work in a highly technical and challenging environment in core domain. We hope you, as our prospective team member, would put the best efforts for the growth of the Company and we assure you that you would get enough opportunities to work with a technically talented and focused team that is involved in some of the cutting-edge technologies and designs serving the global customers.

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LoI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment.

The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

As stated above, you are requested to consent your acceptance to this LoI within **3 Days** to the undersigned, failing which this offer of Training Program and subsequent employment as Engineer Trainee with our Company stands cancelled. On your acceptance of LoI, you are required to submit the bank guarantee by , failing which you will not be considered eligible to join the best-in-class industry oriented Training Program and subsequent employment.

With best wishes,

For SoCtronics Technologies Pvt. Ltd.,

Authorized Signatory

This is a computer generated printout and no signature is required.

Received the original Letter of Intent: Name: Pothana Bhavya Signature:

I have read and understood the terms of this LoI and willingly accept the terms and conditions herein and give my consent to join the Training Program commencing on Jan 17, 2022 after submitting the bank guarantee within the stipulated time-frame set out above.

Place: Name:
Date: Signature:

SoCtronics Technologies Pvt. Ltd.
Plot No 89 &90.-8-2-120/76/115. Road No.2
Banjara Hills. Hyderabad -500 034. Telangana. India
CIN-U72200TG2000PTC033921
Tel: +91-40-4392 9999 Fax: +91-40-4392 9998
E-mail: corporate@soctronics.com URL: www.soctronics.com

Letter Of Intent (LoI)

Ref No: SoCT/LoI/ET

Date: 03-12-2021

Name: Jayapreetha C

College: BHARAT INSTITUTE Of ENGINEERING AND TECHNOLOGY

Dear Jayapreetha,

Sub: Selection as **Engineer Trainee** - Regarding

Based on your performance in the written test and subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "**VEDA IIT**" and shall include its successors and permitted assigns), we are pleased to inform you that you have been provisionally selected by SoCtronics Technologies Pvt. Ltd., (the "Company" and includes its successors and permitted assigns) for undergoing six-month training at VEDA IIT and the Company in the domain of Application SW Development which is being conducted by VEDA IIT (hereinafter collectively referred to as the ("Training Program"). After the successful completion of the Training Program that is likely to take 6 months (or such extended period required to complete the training formalities which shall be intimated in advance), you will be offered employment as **Engineer Trainee** in the Company. At the time of joining the Company and during your employment with the Company you may be deployed to work at any of the Company locations or with any of the Company's customer locations or at those of the affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

VEDA IIT is expected to schedule the Training Program on **Jan 17, 2022** and you are expected to join this batch and need to complete all joining formalities. However, schedule given is tentative and is subject to change at the discretion of SoCtronics Technologies Pvt. Ltd..

After successful completion of the Training Program as per the assessment criteria laid out by VEDA IIT and strict adherence to the code of conduct and character formulated by VEDA IIT, you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as Engineer Trainee and will undergo on-the-job training. During your Employment as Engineer Trainee and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **3 days** of receiving the LoI, provide a confirmation of your joining the Training Program in Application SW Development tentatively on Jan 17, 2022 or anydate rescheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LoI in the footer column and send the same to the Company.

- Within **1 week**, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

Place:
Date:

Name:
Signature:

II. Formalities to be completed **3 Weeks** prior to joining the Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Training Program with VEDA IIT in **Application SW Development** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. As part of on-the-job training, the Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this LoI and other agreements, as may be required, you hereby agree to successfully complete the Training Program and commence employment with the Company for a minimum period of Three **[3]** years from the date of employment as Engineer Trainee excluding notice period for resignation, unauthorized leave, leave without pay and study leave, maternity leave beyond the statutory limit, if any, as applicable ("Training Cost Reimbursement Period").

In order to provide an assurance of employment during the Training Cost Reimbursement Period, you are hereby required to secure the Company for an aggregate amount of Rs. 4,00,000/- (Rupees Four Lakhs only) in the form of an upfront bank guarantee (format provided by the Company) and/or other legally valid instruments which shall be valid for the Training Cost Reimbursement Period.

During the first year of your employment with the Company as Engineer Trainee you will be paid a CTC of in the range of Rs. **3,60,000 (Rupees Three Lakhs Sixty Thousand)** to **4,20,000 (Rupees Four Lakhs Twenty Thousand)** per annum based on your performance during training period. You will continue as Engineer Trainee, for a period of one year from the date of joining and if your performance is found to meet and/or exceed expectations of the Company, you will be promoted as Engineer 1.Your salary revision will happen aligned to the Company’s appraisal cycle which is usually 1st of April or later, if the appraisal cycle is deferred across the Company, taking into account your tenure with the Company from date of joining to the effective date of salary hike and performance during such tenure.

Place:	Name:
Date:	Signature:

You will be issued an appointment letter with a start date of your employment on the successful completion of your Training Program. As part of the employment, you will also be required to execute certain other agreements and provide documentations as required by the Company in relation to your employment.

The Company offers a stimulating work environment and many challenging responsibilities. We congratulate you on your success in passing through a technical selection process showing your aptitude to work in a highly technical and challenging environment in core domain. We hope you, as our prospective team member, would put the best efforts for the growth of the Company and we assure you that you would get enough opportunities to work with a technically talented and focused team that is involved in some of the cutting-edge technologies and designs serving the global customers.

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LoI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment.

The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

As stated above, you are requested to consent your acceptance to this LoI within **3 Days** to the undersigned, failing which this offer of Training Program and subsequent employment as Engineer Trainee with our Company stands cancelled. On your acceptance of LoI, you are required to submit the bank guarantee by , failing which you will not be considered eligible to join the best-in-class industry oriented Training Program and subsequent employment.

With best wishes,

For SoCtronics Technologies Pvt. Ltd.,

Authorized Signatory

This is a computer generated printout and no signature is required.

Received the original Letter of Intent: Name: Jayapreetha C Signature:

I have read and understood the terms of this LoI and willingly accept the terms and conditions herein and give my consent to join the Training Program commencing on Jan 17, 2022 after submitting the bank guarantee within the stipulated time-frame set out above.

Place: Name:
Date: Signature:

LETTER OF OFFER

Date:19 January, 2022

Name : Karapu Sravani
Bharath Institute of Higher Education and Research
Selaiyur, Tambaram
Email : ksravani55555@gmail.com
Ph no. : 7305324755

Dear **Karapu Sravani,**

Sub: Provisional - Offer Letter

We are pleased to welcome you on board - Six Phrase - The Finishing School. After careful consideration, Six Phrase - The Finishing School has decided to offer you Internship in our firm. You will be designated "Junior Intern - Trainer".

The employment is subject to the following conditions:

1) You will be required to serve a probation period of 6 months. Upon feedback from the institutions and based on your work performance you will be confirmed into our rolls after 6 months. Confirmation is purely based on your work performance.
2) Your Salary during the probation period will be Rs.30,000/- per month (Cost to Company). You will be eligible for PF and ESI deductions as per statutory norms.
3) You Salary will be revised after the Internship period based on the Internship Exit Exam Scores and Feedback from Institutions.
4) Your individual remuneration is purely a fact between you and the company, and has been arrived on the merit of your education, experience, your professional achievements and the company's prevailing compensation guidelines. In that context we would sincerely request you to maintain this information and any changes hereafter, as strictly personal and confidential.
5) The salary will be paid on or before the 10th of every month.
6) Your responsibilities will include Training and Assessment at various colleges and corporate, preparation of Training Material, Business Development for Training, Collection of Payment,

Work related to marketing and promotion, preparation of promotional material, general administration work and other activities that the company requires.

7) Your base Job Location will be in Coimbatore or Chennai (based on your choice) and you will be required to travel to places outside of your base location also. Six Phrase will take care of your Travel and Accommodation for Training programs outside of your base location. Within the base location you will be required to take care of your Travel and Accommodation.

8) Maximum of two 1 hour permissions can be taken in a month. This permission can be availed at any time of the day but the duration should not exceed 1 hour and the maximum number of times cannot exceed 2 times in a month.

9) Maximum of 1 day paid leave can be availed every month. Leave exceeding 1 day a month will be on Loss of Pay.

10) Should you require being absent from work for reasons of sickness, injury or any other reason your must either personally or through another person notify Six Phrase immediately of this and also of when you expect to be able to return to work. In case of leave exceeding more than 2 days you will be entitled to submit necessary documents pertaining to the reason for leave.

11) In case you wish to resign / leave the service of the company, you will be required to give three month notice in writing failing which SIX PHRASE is entitled to recover amount equal to 3 months salary by way of agreed liquidated damages. The company at its sole discretion may accept one month's salary, or part thereof, in lieu of the notice. The company reserves the right to terminate you from operations without giving any notice during the contract period.

12) Please bring along the below listed documents / details on your day of joining

✓2 passport size and 1 stamp size color photographs.

✓Proof of Identity - Passport / Driver's license / Bank Account Statement. (Photocopy)

✓Proof of address - Ration Card / Passport / Voters ID (Photocopy)

Yours truly,

For SIX PHRASE FINISHING SCHOOL

Offer of Employment Accepted:

I have read the terms and conditions set out in this Appointment Letter. I confirm having fully understood the same. I also declare that all the certificates and documents provided by me to SIX PHRASE - FINISHING SCHOOL are true, genuine and correct.

_____

Signed

Karapu Sravani

93A GKD Nagar P.N.Palayam Coimbatore - 641037
Prabhu N D - 99946 75750
www.sixphrase.com |sixphrase@gmail.com

LETTER OF OFFER

Date:19 January, 2022

Name : M Saleem
Bharath Institute of Higher Education and Research
Selaiyur, Tambaram
Email : malayalamsaleem@gmail.com
Ph no. : 6369324419

Dear **Saleem,**

Sub: Provisional - Offer Letter

We are pleased to welcome you on board - Six Phrase - The Finishing School. After careful consideration, Six Phrase - The Finishing School has decided to offer you Internship in our firm. You will be designated "Junior Intern - Trainer".

The employment is subject to the following conditions:

1) You will be required to serve a probation period of 6 months. Upon feedback from the institutions and based on your work performance you will be confirmed into our rolls after 6 months. Confirmation is purely based on your work performance.
2) Your Salary during the probation period will be Rs.30,000/- per month (Cost to Company). You will be eligible for PF and ESI deductions as per statutory norms.
3) You Salary will be revised after the Internship period based on the Internship Exit Exam Scores and Feedback from Institutions.
4) Your individual remuneration is purely a fact between you and the company, and has been arrived on the merit of your education, experience, your professional achievements and the company's prevailing compensation guidelines. In that context we would sincerely request you to maintain this information and any changes hereafter, as strictly personal and confidential.
5) The salary will be paid on or before the 10th of every month.
6) Your responsibilities will include Training and Assessment at various colleges and corporate, preparation of Training Material, Business Development for Training, Collection of Payment,

Work related to marketing and promotion, preparation of promotional material, general administration work and other activities that the company requires.

7) Your base Job Location will be in Coimbatore or Chennai (based on your choice) and you will be required to travel to places outside of your base location also. Six Phrase will take care of your Travel and Accommodation for Training programs outside of your base location. Within the base location you will be required to take care of your Travel and Accommodation.

8) Maximum of two 1 hour permissions can be taken in a month. This permission can be availed at any time of the day but the duration should not exceed 1 hour and the maximum number of times cannot exceed 2 times in a month.

9) Maximum of 1 day paid leave can be availed every month. Leave exceeding 1 day a month will be on Loss of Pay.

10) Should you require being absent from work for reasons of sickness, injury or any other reason your must either personally or through another person notify Six Phrase immediately of this and also of when you expect to be able to return to work. In case of leave exceeding more than 2 days you will be entitled to submit necessary documents pertaining to the reason for leave.

11) In case you wish to resign / leave the service of the company, you will be required to give three month notice in writing failing which SIX PHRASE is entitled to recover amount equal to 3 months salary by way of agreed liquidated damages. The company at its sole discretion may accept one month's salary, or part thereof, in lieu of the notice. The company reserves the right to terminate you from operations without giving any notice during the contract period.

12) Please bring along the below listed documents / details on your day of joining

✓2 passport size and 1 stamp size color photographs.

✓Proof of Identity - Passport / Driver's license / Bank Account Statement. (Photocopy)

✓Proof of address - Ration Card / Passport / Voters ID (Photocopy)

Yours truly,

For SIX PHRASE FINISHING SCHOOL

Offer of Employment Accepted:

I have read the terms and conditions set out in this Appointment Letter. I confirm having fully understood the same. I also declare that all the certificates and documents provided by me to SIX PHRASE - FINISHING SCHOOL are true, genuine and correct.

_____

Signed

M Saleem

93A GKD Nagar P.N.Palayam Coimbatore - 641037
Prabhu N D - 99946 75750
www.sixphrase.com |sixphrase@gmail.com

LETTER OF OFFER

Date:19 January, 2022

Name : Pavithra R
Bharath Institute of Higher Education and Research
Selaiyur, Tambaram
Email : rpavithra2001@gmail.com
Ph no. : 7395923427

Dear **Pavithra,**

Sub: Provisional - Offer Letter

We are pleased to welcome you on board - Six Phrase - The Finishing School. After careful consideration, Six Phrase - The Finishing School has decided to offer you Internship in our firm. You will be designated "Junior Intern - Trainer".

The employment is subject to the following conditions:

1) You will be required to serve a probation period of 6 months. Upon feedback from the institutions and based on your work performance you will be confirmed into our rolls after 6 months. Confirmation is purely based on your work performance.
2) Your Salary during the probation period will be Rs.30,000/- per month (Cost to Company). You will be eligible for PF and ESI deductions as per statutory norms.
3) You Salary will be revised after the Internship period based on the Internship Exit Exam Scores and Feedback from Institutions.
4) Your individual remuneration is purely a fact between you and the company, and has been arrived on the merit of your education, experience, your professional achievements and the company's prevailing compensation guidelines. In that context we would sincerely request you to maintain this information and any changes hereafter, as strictly personal and confidential.
5) The salary will be paid on or before the 10th of every month.
6) Your responsibilities will include Training and Assessment at various colleges and corporate, preparation of Training Material, Business Development for Training, Collection of Payment,

Work related to marketing and promotion, preparation of promotional material, general administration work and other activities that the company requires.

7) Your base Job Location will be in Coimbatore or Chennai (based on your choice) and you will be required to travel to places outside of your base location also. Six Phrase will take care of your Travel and Accommodation for Training programs outside of your base location. Within the base location you will be required to take care of your Travel and Accommodation.

8) Maximum of two 1 hour permissions can be taken in a month. This permission can be availed at any time of the day but the duration should not exceed 1 hour and the maximum number of times cannot exceed 2 times in a month.

9) Maximum of 1 day paid leave can be availed every month. Leave exceeding 1 day a month will be on Loss of Pay.

10) Should you require being absent from work for reasons of sickness, injury or any other reason your must either personally or through another person notify Six Phrase immediately of this and also of when you expect to be able to return to work. In case of leave exceeding more than 2 days you will be entitled to submit necessary documents pertaining to the reason for leave.

11) In case you wish to resign / leave the service of the company, you will be required to give three month notice in writing failing which SIX PHRASE is entitled to recover amount equal to 3 months salary by way of agreed liquidated damages. The company at its sole discretion may accept one month's salary, or part thereof, in lieu of the notice. The company reserves the right to terminate you from operations without giving any notice during the contract period.

12) Please bring along the below listed documents / details on your day of joining

✓2 passport size and 1 stamp size color photographs.

✓Proof of Identity - Passport / Driver's license / Bank Account Statement. (Photocopy)

✓Proof of address - Ration Card / Passport / Voters ID (Photocopy)

Yours truly,

For SIX PHRASE FINISHING SCHOOL

Offer of Employment Accepted:

I have read the terms and conditions set out in this Appointment Letter. I confirm having fully understood the same. I also declare that all the certificates and documents provided by me to SIX PHRASE - FINISHING SCHOOL are true, genuine and correct.

_____

Signed

Pavithra R

93A GKD Nagar P.N.Palayam Coimbatore - 641037
Prabhu N D - 99946 75750
www.sixphrase.com |sixphrase@gmail.com

LETTER OF OFFER

Date:19 January, 2022

Name : P V Pavankumar
Bharath Institute of Higher Education and Research
Selaiyur, Tambaram
Email : pavankumar70455@gmail.com
Ph no. : 6303970455

Dear **Pavankumar,**

Sub: Provisional - Offer Letter

We are pleased to welcome you on board - Six Phrase - The Finishing School. After careful consideration, Six Phrase - The Finishing School has decided to offer you Internship in our firm. You will be designated "Junior Intern - Trainer".

The employment is subject to the following conditions:

1) You will be required to serve a probation period of 6 months. Upon feedback from the institutions and based on your work performance you will be confirmed into our rolls after 6 months. Confirmation is purely based on your work performance.
2) Your Salary during the probation period will be Rs.30,000/- per month (Cost to Company). You will be eligible for PF and ESI deductions as per statutory norms.
3) You Salary will be revised after the Internship period based on the Internship Exit Exam Scores and Feedback from Institutions.
4) Your individual remuneration is purely a fact between you and the company, and has been arrived on the merit of your education, experience, your professional achievements and the company's prevailing compensation guidelines. In that context we would sincerely request you to maintain this information and any changes hereafter, as strictly personal and confidential.
5) The salary will be paid on or before the 10th of every month.
6) Your responsibilities will include Training and Assessment at various colleges and corporate, preparation of Training Material, Business Development for Training, Collection of Payment,

Work related to marketing and promotion, preparation of promotional material, general administration work and other activities that the company requires.

7) Your base Job Location will be in Coimbatore or Chennai (based on your choice) and you will be required to travel to places outside of your base location also. Six Phrase will take care of your Travel and Accommodation for Training programs outside of your base location. Within the base location you will be required to take care of your Travel and Accommodation.

8) Maximum of two 1 hour permissions can be taken in a month. This permission can be availed at any time of the day but the duration should not exceed 1 hour and the maximum number of times cannot exceed 2 times in a month.

9) Maximum of 1 day paid leave can be availed every month. Leave exceeding 1 day a month will be on Loss of Pay.

10) Should you require being absent from work for reasons of sickness, injury or any other reason your must either personally or through another person notify Six Phrase immediately of this and also of when you expect to be able to return to work. In case of leave exceeding more than 2 days you will be entitled to submit necessary documents pertaining to the reason for leave.

11) In case you wish to resign / leave the service of the company, you will be required to give three month notice in writing failing which SIX PHRASE is entitled to recover amount equal to 3 months salary by way of agreed liquidated damages. The company at its sole discretion may accept one month's salary, or part thereof, in lieu of the notice. The company reserves the right to terminate you from operations without giving any notice during the contract period.

12) Please bring along the below listed documents / details on your day of joining

✓2 passport size and 1 stamp size color photographs.

✓Proof of Identity - Passport / Driver's license / Bank Account Statement. (Photocopy)

✓Proof of address - Ration Card / Passport / Voters ID (Photocopy)

Yours truly,

For SIX PHRASE FINISHING SCHOOL

Offer of Employment Accepted:

I have read the terms and conditions set out in this Appointment Letter. I confirm having fully understood the same. I also declare that all the certificates and documents provided by me to SIX PHRASE - FINISHING SCHOOL are true, genuine and correct.

_____

Signed

P V Pavankumar

93A GKD Nagar P.N.Palayam Coimbatore - 641037
Prabhu N D - 99946 75750
www.sixphrase.com |sixphrase@gmail.com

LETTER OF OFFER

Date:19 January, 2022

Name : Duttaluru Rajasekhar Reddy
Bharath Institute of Higher Education and Research
Selaiyur, Tambaram
Email : rsekhar69228@gmail.com
Ph no. : 6302653071

Dear **Duttaluru,**

Sub: Provisional - Offer Letter

We are pleased to welcome you on board - Six Phrase - The Finishing School. After careful consideration, Six Phrase - The Finishing School has decided to offer you Internship in our firm. You will be designated "Junior Intern - Trainer".

The employment is subject to the following conditions:

1) You will be required to serve a probation period of 6 months. Upon feedback from the institutions and based on your work performance you will be confirmed into our rolls after 6 months. Confirmation is purely based on your work performance.
2) Your Salary during the probation period will be Rs.30,000/- per month (Cost to Company). You will be eligible for PF and ESI deductions as per statutory norms.
3) You Salary will be revised after the Internship period based on the Internship Exit Exam Scores and Feedback from Institutions.
4) Your individual remuneration is purely a fact between you and the company, and has been arrived on the merit of your education, experience, your professional achievements and the company's prevailing compensation guidelines. In that context we would sincerely request you to maintain this information and any changes hereafter, as strictly personal and confidential.
5) The salary will be paid on or before the 10th of every month.
6) Your responsibilities will include Training and Assessment at various colleges and corporate, preparation of Training Material, Business Development for Training, Collection of Payment,

Work related to marketing and promotion, preparation of promotional material, general administration work and other activities that the company requires.

7) Your base Job Location will be in Coimbatore or Chennai (based on your choice) and you will be required to travel to places outside of your base location also. Six Phrase will take care of your Travel and Accommodation for Training programs outside of your base location. Within the base location you will be required to take care of your Travel and Accommodation.

8) Maximum of two 1 hour permissions can be taken in a month. This permission can be availed at any time of the day but the duration should not exceed 1 hour and the maximum number of times cannot exceed 2 times in a month.

9) Maximum of 1 day paid leave can be availed every month. Leave exceeding 1 day a month will be on Loss of Pay.

10) Should you require being absent from work for reasons of sickness, injury or any other reason your must either personally or through another person notify Six Phrase immediately of this and also of when you expect to be able to return to work. In case of leave exceeding more than 2 days you will be entitled to submit necessary documents pertaining to the reason for leave.

11) In case you wish to resign / leave the service of the company, you will be required to give three month notice in writing failing which SIX PHRASE is entitled to recover amount equal to 3 months salary by way of agreed liquidated damages. The company at its sole discretion may accept one month's salary, or part thereof, in lieu of the notice. The company reserves the right to terminate you from operations without giving any notice during the contract period.

12) Please bring along the below listed documents / details on your day of joining

✓2 passport size and 1 stamp size color photographs.

✓Proof of Identity - Passport / Driver's license / Bank Account Statement. (Photocopy)

✓Proof of address - Ration Card / Passport / Voters ID (Photocopy)

Yours truly,

For SIX PHRASE FINISHING SCHOOL

Offer of Employment Accepted:

I have read the terms and conditions set out in this Appointment Letter. I confirm having fully understood the same. I also declare that all the certificates and documents provided by me to SIX PHRASE - FINISHING SCHOOL are true, genuine and correct.

_____

Signed

Duttaluru Rajasekhar Reddy

93A GKD Nagar P.N.Palayam Coimbatore - 641037
Prabhu N D - 99946 75750
www.sixphrase.com |sixphrase@gmail.com

LETTER OF OFFER

Date:19 January, 2022

Name : Maheswarareddy Eluri
Bharath Institute of Higher Education and Research
Selaiyur, Tambaram
Email : maheswarareddy9490@gmail.con
Ph no. : 7287995148

Dear **Maheswarareddy,**

Sub: Provisional - Offer Letter

We are pleased to welcome you on board - Six Phrase - The Finishing School. After careful consideration, Six Phrase - The Finishing School has decided to offer you Internship in our firm. You will be designated "Junior Intern - Trainer".

The employment is subject to the following conditions:

1) You will be required to serve a probation period of 6 months. Upon feedback from the institutions and based on your work performance you will be confirmed into our rolls after 6 months. Confirmation is purely based on your work performance.
2) Your Salary during the probation period will be Rs.30,000/- per month (Cost to Company). You will be eligible for PF and ESI deductions as per statutory norms.
3) You Salary will be revised after the Internship period based on the Internship Exit Exam Scores and Feedback from Institutions.
4) Your individual remuneration is purely a fact between you and the company, and has been arrived on the merit of your education, experience, your professional achievements and the company's prevailing compensation guidelines. In that context we would sincerely request you to maintain this information and any changes hereafter, as strictly personal and confidential.
5) The salary will be paid on or before the 10th of every month.
6) Your responsibilities will include Training and Assessment at various colleges and corporate, preparation of Training Material, Business Development for Training, Collection of Payment,

Work related to marketing and promotion, preparation of promotional material, general administration work and other activities that the company requires.

7) Your base Job Location will be in Coimbatore or Chennai (based on your choice) and you will be required to travel to places outside of your base location also. Six Phrase will take care of your Travel and Accommodation for Training programs outside of your base location. Within the base location you will be required to take care of your Travel and Accommodation.

8) Maximum of two 1 hour permissions can be taken in a month. This permission can be availed at any time of the day but the duration should not exceed 1 hour and the maximum number of times cannot exceed 2 times in a month.

9) Maximum of 1 day paid leave can be availed every month. Leave exceeding 1 day a month will be on Loss of Pay.

10) Should you require being absent from work for reasons of sickness, injury or any other reason your must either personally or through another person notify Six Phrase immediately of this and also of when you expect to be able to return to work. In case of leave exceeding more than 2 days you will be entitled to submit necessary documents pertaining to the reason for leave.

11) In case you wish to resign / leave the service of the company, you will be required to give three month notice in writing failing which SIX PHRASE is entitled to recover amount equal to 3 months salary by way of agreed liquidated damages. The company at its sole discretion may accept one month's salary, or part thereof, in lieu of the notice. The company reserves the right to terminate you from operations without giving any notice during the contract period.

12) Please bring along the below listed documents / details on your day of joining

✓2 passport size and 1 stamp size color photographs.

✓Proof of Identity - Passport / Driver's license / Bank Account Statement. (Photocopy)

✓Proof of address - Ration Card / Passport / Voters ID (Photocopy)

Yours truly,

For SIX PHRASE FINISHING SCHOOL

Offer of Employment Accepted:

I have read the terms and conditions set out in this Appointment Letter. I confirm having fully understood the same. I also declare that all the certificates and documents provided by me to SIX PHRASE - FINISHING SCHOOL are true, genuine and correct.

_____

Signed

Maheswarareddy Eluri

93A GKD Nagar P.N.Palayam Coimbatore - 641037
Prabhu N D - 99946 75750
www.sixphrase.com |sixphrase@gmail.com

LETTER OF OFFER

Date:19 January, 2022

Name : Shivam Kumar
Bharath Institute of Higher Education and Research
Selaiyur, Tambaram
Email : shivamkumaru18ee028@gmail.com
Ph no. : 9507998057

Dear **Shivam,**

Sub: Provisional - Offer Letter

We are pleased to welcome you on board - Six Phrase - The Finishing School. After careful consideration, Six Phrase - The Finishing School has decided to offer you Internship in our firm. You will be designated "Junior Intern - Trainer".

The employment is subject to the following conditions:

1) You will be required to serve a probation period of 6 months. Upon feedback from the institutions and based on your work performance you will be confirmed into our rolls after 6 months. Confirmation is purely based on your work performance.
2) Your Salary during the probation period will be Rs.30,000/- per month (Cost to Company). You will be eligible for PF and ESI deductions as per statutory norms.
3) You Salary will be revised after the Internship period based on the Internship Exit Exam Scores and Feedback from Institutions.
4) Your individual remuneration is purely a fact between you and the company, and has been arrived on the merit of your education, experience, your professional achievements and the company's prevailing compensation guidelines. In that context we would sincerely request you to maintain this information and any changes hereafter, as strictly personal and confidential.
5) The salary will be paid on or before the 10th of every month.
6) Your responsibilities will include Training and Assessment at various colleges and corporate, preparation of Training Material, Business Development for Training, Collection of Payment,

Work related to marketing and promotion, preparation of promotional material, general administration work and other activities that the company requires.

7) Your base Job Location will be in Coimbatore or Chennai (based on your choice) and you will be required to travel to places outside of your base location also. Six Phrase will take care of your Travel and Accommodation for Training programs outside of your base location. Within the base location you will be required to take care of your Travel and Accommodation.

8) Maximum of two 1 hour permissions can be taken in a month. This permission can be availed at any time of the day but the duration should not exceed 1 hour and the maximum number of times cannot exceed 2 times in a month.

9) Maximum of 1 day paid leave can be availed every month. Leave exceeding 1 day a month will be on Loss of Pay.

10) Should you require being absent from work for reasons of sickness, injury or any other reason your must either personally or through another person notify Six Phrase immediately of this and also of when you expect to be able to return to work. In case of leave exceeding more than 2 days you will be entitled to submit necessary documents pertaining to the reason for leave.

11) In case you wish to resign / leave the service of the company, you will be required to give three month notice in writing failing which SIX PHRASE is entitled to recover amount equal to 3 months salary by way of agreed liquidated damages. The company at its sole discretion may accept one month's salary, or part thereof, in lieu of the notice. The company reserves the right to terminate you from operations without giving any notice during the contract period.

12) Please bring along the below listed documents / details on your day of joining

✓2 passport size and 1 stamp size color photographs.

✓Proof of Identity - Passport / Driver's license / Bank Account Statement. (Photocopy)

✓Proof of address - Ration Card / Passport / Voters ID (Photocopy)

Yours truly,

For SIX PHRASE FINISHING SCHOOL

Offer of Employment Accepted:

I have read the terms and conditions set out in this Appointment Letter. I confirm having fully understood the same. I also declare that all the certificates and documents provided by me to SIX PHRASE - FINISHING SCHOOL are true, genuine and correct.

_____

Signed

Shivam Kumar

93A GKD Nagar P.N.Palayam Coimbatore - 641037
Prabhu N D - 99946 75750
www.sixphrase.com |sixphrase@gmail.com

LETTER OF OFFER

Date:19 January, 2022

Name : Yogitha Paruvu
Bharath Institute of Higher Education and Research
Selaiyur, Tambaram
Email : yogithaparuvu699@gmail.com
Ph no. : 8919376466

Dear **Yogitha,**

Sub: Provisional - Offer Letter

We are pleased to welcome you on board - Six Phrase - The Finishing School. After careful consideration, Six Phrase - The Finishing School has decided to offer you Internship in our firm. You will be designated "Junior Intern - Trainer".

The employment is subject to the following conditions:

1) You will be required to serve a probation period of 6 months. Upon feedback from the institutions and based on your work performance you will be confirmed into our rolls after 6 months. Confirmation is purely based on your work performance.
2) Your Salary during the probation period will be Rs.30,000/- per month (Cost to Company). You will be eligible for PF and ESI deductions as per statutory norms.
3) You Salary will be revised after the Internship period based on the Internship Exit Exam Scores and Feedback from Institutions.
4) Your individual remuneration is purely a fact between you and the company, and has been arrived on the merit of your education, experience, your professional achievements and the company's prevailing compensation guidelines. In that context we would sincerely request you to maintain this information and any changes hereafter, as strictly personal and confidential.
5) The salary will be paid on or before the 10th of every month.
6) Your responsibilities will include Training and Assessment at various colleges and corporate, preparation of Training Material, Business Development for Training, Collection of Payment,

Work related to marketing and promotion, preparation of promotional material, general administration work and other activities that the company requires.

7) Your base Job Location will be in Coimbatore or Chennai (based on your choice) and you will be required to travel to places outside of your base location also. Six Phrase will take care of your Travel and Accommodation for Training programs outside of your base location. Within the base location you will be required to take care of your Travel and Accommodation.

8) Maximum of two 1 hour permissions can be taken in a month. This permission can be availed at any time of the day but the duration should not exceed 1 hour and the maximum number of times cannot exceed 2 times in a month.

9) Maximum of 1 day paid leave can be availed every month. Leave exceeding 1 day a month will be on Loss of Pay.

10) Should you require being absent from work for reasons of sickness, injury or any other reason your must either personally or through another person notify Six Phrase immediately of this and also of when you expect to be able to return to work. In case of leave exceeding more than 2 days you will be entitled to submit necessary documents pertaining to the reason for leave.

11) In case you wish to resign / leave the service of the company, you will be required to give three month notice in writing failing which SIX PHRASE is entitled to recover amount equal to 3 months salary by way of agreed liquidated damages. The company at its sole discretion may accept one month's salary, or part thereof, in lieu of the notice. The company reserves the right to terminate you from operations without giving any notice during the contract period.

12) Please bring along the below listed documents / details on your day of joining

✓2 passport size and 1 stamp size color photographs.

✓Proof of Identity - Passport / Driver's license / Bank Account Statement. (Photocopy)

✓Proof of address - Ration Card / Passport / Voters ID (Photocopy)

Yours truly,

For SIX PHRASE FINISHING SCHOOL

Offer of Employment Accepted:

I have read the terms and conditions set out in this Appointment Letter. I confirm having fully understood the same. I also declare that all the certificates and documents provided by me to SIX PHRASE - FINISHING SCHOOL are true, genuine and correct.

_____

Signed

Yogitha Paruvu

93A GKD Nagar P.N.Palayam Coimbatore - 641037
Prabhu N D - 99946 75750
www.sixphrase.com |sixphrase@gmail.com

LETTER OF OFFER

Date:19 January, 2022

Name : B Pooja Karni
Bharath Institute of Higher Education and Research
Selaiyur, Tambaram
Email : poojakarni2003@gmail.com
Ph no. : 9087923265

Dear **Pooja Karni,**

Sub: Provisional - Offer Letter

We are pleased to welcome you on board - Six Phrase - The Finishing School. After careful consideration, Six Phrase - The Finishing School has decided to offer you Internship in our firm. You will be designated "Junior Intern - Trainer".

The employment is subject to the following conditions:

1) You will be required to serve a probation period of 6 months. Upon feedback from the institutions and based on your work performance you will be confirmed into our rolls after 6 months. Confirmation is purely based on your work performance.
2) Your Salary during the probation period will be Rs.30,000/- per month (Cost to Company). You will be eligible for PF and ESI deductions as per statutory norms.
3) You Salary will be revised after the Internship period based on the Internship Exit Exam Scores and Feedback from Institutions.
4) Your individual remuneration is purely a fact between you and the company, and has been arrived on the merit of your education, experience, your professional achievements and the company's prevailing compensation guidelines. In that context we would sincerely request you to maintain this information and any changes hereafter, as strictly personal and confidential.
5) The salary will be paid on or before the 10th of every month.
6) Your responsibilities will include Training and Assessment at various colleges and corporate, preparation of Training Material, Business Development for Training, Collection of Payment,

Work related to marketing and promotion, preparation of promotional material, general administration work and other activities that the company requires.

7) Your base Job Location will be in Coimbatore or Chennai (based on your choice) and you will be required to travel to places outside of your base location also. Six Phrase will take care of your Travel and Accommodation for Training programs outside of your base location. Within the base location you will be required to take care of your Travel and Accommodation.

8) Maximum of two 1 hour permissions can be taken in a month. This permission can be availed at any time of the day but the duration should not exceed 1 hour and the maximum number of times cannot exceed 2 times in a month.

9) Maximum of 1 day paid leave can be availed every month. Leave exceeding 1 day a month will be on Loss of Pay.

10) Should you require being absent from work for reasons of sickness, injury or any other reason your must either personally or through another person notify Six Phrase immediately of this and also of when you expect to be able to return to work. In case of leave exceeding more than 2 days you will be entitled to submit necessary documents pertaining to the reason for leave.

11) In case you wish to resign / leave the service of the company, you will be required to give three month notice in writing failing which SIX PHRASE is entitled to recover amount equal to 3 months salary by way of agreed liquidated damages. The company at its sole discretion may accept one month's salary, or part thereof, in lieu of the notice. The company reserves the right to terminate you from operations without giving any notice during the contract period.

12) Please bring along the below listed documents / details on your day of joining

✓2 passport size and 1 stamp size color photographs.

✓Proof of Identity - Passport / Driver's license / Bank Account Statement. (Photocopy)

✓Proof of address - Ration Card / Passport / Voters ID (Photocopy)

Yours truly,

For SIX PHRASE FINISHING SCHOOL

Offer of Employment Accepted:

I have read the terms and conditions set out in this Appointment Letter. I confirm having fully understood the same. I also declare that all the certificates and documents provided by me to SIX PHRASE - FINISHING SCHOOL are true, genuine and correct.

_____

Signed

B Pooja Karni

93A GKD Nagar P.N.Palayam Coimbatore - 641037
Prabhu N D - 99946 75750
www.sixphrase.com |sixphrase@gmail.com

LETTER OF OFFER

Date:19 January, 2022

Name : V Vinod Kumar
Bharath Institute of Higher Education and Research
Selaiyur, Tambaram
Email : vemulavinod23@gmail.com
Ph no. : 8184945279

Dear **V Vinod Kumar,**

Sub: Provisional - Offer Letter

We are pleased to welcome you on board - Six Phrase - The Finishing School. After careful consideration, Six Phrase - The Finishing School has decided to offer you Internship in our firm. You will be designated "Junior Intern - Trainer".

The employment is subject to the following conditions:

1) You will be required to serve a probation period of 6 months. Upon feedback from the institutions and based on your work performance you will be confirmed into our rolls after 6 months. Confirmation is purely based on your work performance.
2) Your Salary during the probation period will be Rs.30,000/- per month (Cost to Company). You will be eligible for PF and ESI deductions as per statutory norms.
3) You Salary will be revised after the Internship period based on the Internship Exit Exam Scores and Feedback from Institutions.
4) Your individual remuneration is purely a fact between you and the company, and has been arrived on the merit of your education, experience, your professional achievements and the company's prevailing compensation guidelines. In that context we would sincerely request you to maintain this information and any changes hereafter, as strictly personal and confidential.
5) The salary will be paid on or before the 10th of every month.
6) Your responsibilities will include Training and Assessment at various colleges and corporate, preparation of Training Material, Business Development for Training, Collection of Payment,

Work related to marketing and promotion, preparation of promotional material, general administration work and other activities that the company requires.

7) Your base Job Location will be in Coimbatore or Chennai (based on your choice) and you will be required to travel to places outside of your base location also. Six Phrase will take care of your Travel and Accommodation for Training programs outside of your base location. Within the base location you will be required to take care of your Travel and Accommodation.

8) Maximum of two 1 hour permissions can be taken in a month. This permission can be availed at any time of the day but the duration should not exceed 1 hour and the maximum number of times cannot exceed 2 times in a month.

9) Maximum of 1 day paid leave can be availed every month. Leave exceeding 1 day a month will be on Loss of Pay.

10) Should you require being absent from work for reasons of sickness, injury or any other reason your must either personally or through another person notify Six Phrase immediately of this and also of when you expect to be able to return to work. In case of leave exceeding more than 2 days you will be entitled to submit necessary documents pertaining to the reason for leave.

11) In case you wish to resign / leave the service of the company, you will be required to give three month notice in writing failing which SIX PHRASE is entitled to recover amount equal to 3 months salary by way of agreed liquidated damages. The company at its sole discretion may accept one month's salary, or part thereof, in lieu of the notice. The company reserves the right to terminate you from operations without giving any notice during the contract period.

12) Please bring along the below listed documents / details on your day of joining

✓2 passport size and 1 stamp size color photographs.

✓Proof of Identity - Passport / Driver's license / Bank Account Statement. (Photocopy)

✓Proof of address - Ration Card / Passport / Voters ID (Photocopy)

Yours truly,

For SIX PHRASE FINISHING SCHOOL

Offer of Employment Accepted:

I have read the terms and conditions set out in this Appointment Letter. I confirm having fully understood the same. I also declare that all the certificates and documents provided by me to SIX PHRASE - FINISHING SCHOOL are true, genuine and correct.

_____

Signed

V Vinod Kumar

93A GKD Nagar P.N.Palayam Coimbatore - 641037
Prabhu N D - 99946 75750
www.sixphrase.com |sixphrase@gmail.com

LETTER OF OFFER

Date:19 January, 2022

Name : K Suresh
Bharath Institute of Higher Education and Research
Selaiyur, Tambaram
Email : bagrusuresh@gmail.com
Ph no. : 9704850682

Dear **Suresh,**

Sub: Provisional - Offer Letter

We are pleased to welcome you on board - Six Phrase - The Finishing School. After careful consideration, Six Phrase - The Finishing School has decided to offer you Internship in our firm. You will be designated "Junior Intern - Trainer".

The employment is subject to the following conditions:

1) You will be required to serve a probation period of 6 months. Upon feedback from the institutions and based on your work performance you will be confirmed into our rolls after 6 months. Confirmation is purely based on your work performance.
2) Your Salary during the probation period will be Rs.30,000/- per month (Cost to Company). You will be eligible for PF and ESI deductions as per statutory norms.
3) You Salary will be revised after the Internship period based on the Internship Exit Exam Scores and Feedback from Institutions.
4) Your individual remuneration is purely a fact between you and the company, and has been arrived on the merit of your education, experience, your professional achievements and the company's prevailing compensation guidelines. In that context we would sincerely request you to maintain this information and any changes hereafter, as strictly personal and confidential.
5) The salary will be paid on or before the 10th of every month.
6) Your responsibilities will include Training and Assessment at various colleges and corporate, preparation of Training Material, Business Development for Training, Collection of Payment,

Work related to marketing and promotion, preparation of promotional material, general administration work and other activities that the company requires.

7) Your base Job Location will be in Coimbatore or Chennai (based on your choice) and you will be required to travel to places outside of your base location also. Six Phrase will take care of your Travel and Accommodation for Training programs outside of your base location. Within the base location you will be required to take care of your Travel and Accommodation.

8) Maximum of two 1 hour permissions can be taken in a month. This permission can be availed at any time of the day but the duration should not exceed 1 hour and the maximum number of times cannot exceed 2 times in a month.

9) Maximum of 1 day paid leave can be availed every month. Leave exceeding 1 day a month will be on Loss of Pay.

10) Should you require being absent from work for reasons of sickness, injury or any other reason your must either personally or through another person notify Six Phrase immediately of this and also of when you expect to be able to return to work. In case of leave exceeding more than 2 days you will be entitled to submit necessary documents pertaining to the reason for leave.

11) In case you wish to resign / leave the service of the company, you will be required to give three month notice in writing failing which SIX PHRASE is entitled to recover amount equal to 3 months salary by way of agreed liquidated damages. The company at its sole discretion may accept one month's salary, or part thereof, in lieu of the notice. The company reserves the right to terminate you from operations without giving any notice during the contract period.

12) Please bring along the below listed documents / details on your day of joining

✓2 passport size and 1 stamp size color photographs.

✓Proof of Identity - Passport / Driver's license / Bank Account Statement. (Photocopy)

✓Proof of address - Ration Card / Passport / Voters ID (Photocopy)

Yours truly,

For SIX PHRASE FINISHING SCHOOL

Offer of Employment Accepted:

I have read the terms and conditions set out in this Appointment Letter. I confirm having fully understood the same. I also declare that all the certificates and documents provided by me to SIX PHRASE - FINISHING SCHOOL are true, genuine and correct.

_____

Signed

K Suresh

93A GKD Nagar P.N.Palayam Coimbatore - 641037
Prabhu N D - 99946 75750
www.sixphrase.com |sixphrase@gmail.com

LETTER OF OFFER

Date:19 January, 2022

Name : Ch.Gopal Naga Raju
Bharath Institute of Higher Education and Research
Selaiyur, Tambaram
Email : gopalchnaidu@gmail.com
Ph no. : 9381191294

Dear **Gopal Naga Raju,**

Sub: Provisional - Offer Letter

We are pleased to welcome you on board - Six Phrase - The Finishing School. After careful consideration, Six Phrase - The Finishing School has decided to offer you Internship in our firm. You will be designated "Junior Intern - Trainer".

The employment is subject to the following conditions:

1) You will be required to serve a probation period of 6 months. Upon feedback from the institutions and based on your work performance you will be confirmed into our rolls after 6 months. Confirmation is purely based on your work performance.
2) Your Salary during the probation period will be Rs.30,000/- per month (Cost to Company). You will be eligible for PF and ESI deductions as per statutory norms.
3) You Salary will be revised after the Internship period based on the Internship Exit Exam Scores and Feedback from Institutions.
4) Your individual remuneration is purely a fact between you and the company, and has been arrived on the merit of your education, experience, your professional achievements and the company's prevailing compensation guidelines. In that context we would sincerely request you to maintain this information and any changes hereafter, as strictly personal and confidential.
5) The salary will be paid on or before the 10th of every month.
6) Your responsibilities will include Training and Assessment at various colleges and corporate, preparation of Training Material, Business Development for Training, Collection of Payment,

Work related to marketing and promotion, preparation of promotional material, general administration work and other activities that the company requires.

7) Your base Job Location will be in Coimbatore or Chennai (based on your choice) and you will be required to travel to places outside of your base location also. Six Phrase will take care of your Travel and Accommodation for Training programs outside of your base location. Within the base location you will be required to take care of your Travel and Accommodation.

8) Maximum of two 1 hour permissions can be taken in a month. This permission can be availed at any time of the day but the duration should not exceed 1 hour and the maximum number of times cannot exceed 2 times in a month.

9) Maximum of 1 day paid leave can be availed every month. Leave exceeding 1 day a month will be on Loss of Pay.

10) Should you require being absent from work for reasons of sickness, injury or any other reason your must either personally or through another person notify Six Phrase immediately of this and also of when you expect to be able to return to work. In case of leave exceeding more than 2 days you will be entitled to submit necessary documents pertaining to the reason for leave.

11) In case you wish to resign / leave the service of the company, you will be required to give three month notice in writing failing which SIX PHRASE is entitled to recover amount equal to 3 months salary by way of agreed liquidated damages. The company at its sole discretion may accept one month's salary, or part thereof, in lieu of the notice. The company reserves the right to terminate you from operations without giving any notice during the contract period.

12) Please bring along the below listed documents / details on your day of joining

✓2 passport size and 1 stamp size color photographs.

✓Proof of Identity - Passport / Driver's license / Bank Account Statement. (Photocopy)

✓Proof of address - Ration Card / Passport / Voters ID (Photocopy)

Yours truly,

For SIX PHRASE FINISHING SCHOOL

Offer of Employment Accepted:

I have read the terms and conditions set out in this Appointment Letter. I confirm having fully understood the same. I also declare that all the certificates and documents provided by me to SIX PHRASE - FINISHING SCHOOL are true, genuine and correct.

_____

Signed

Ch.Gopal Naga Raju

93A GKD Nagar P.N.Palayam Coimbatore - 641037
Prabhu N D - 99946 75750
www.sixphrase.com |sixphrase@gmail.com

LETTER OF OFFER

Date:19 January, 2022

Name : G.Ravalika
Bharath Institute of Higher Education and Research
Selaiyur, Tambaram
Email : ravalinaidu5709@gmail.com
Ph no. : 7989539113

Dear **Ravalika,**

Sub: Provisional - Offer Letter

We are pleased to welcome you on board - Six Phrase - The Finishing School. After careful consideration, Six Phrase - The Finishing School has decided to offer you Internship in our firm. You will be designated "Junior Intern - Trainer".

The employment is subject to the following conditions:

1) You will be required to serve a probation period of 6 months. Upon feedback from the institutions and based on your work performance you will be confirmed into our rolls after 6 months. Confirmation is purely based on your work performance.
2) Your Salary during the probation period will be Rs.30,000/- per month (Cost to Company). You will be eligible for PF and ESI deductions as per statutory norms.
3) You Salary will be revised after the Internship period based on the Internship Exit Exam Scores and Feedback from Institutions.
4) Your individual remuneration is purely a fact between you and the company, and has been arrived on the merit of your education, experience, your professional achievements and the company's prevailing compensation guidelines. In that context we would sincerely request you to maintain this information and any changes hereafter, as strictly personal and confidential.
5) The salary will be paid on or before the 10th of every month.
6) Your responsibilities will include Training and Assessment at various colleges and corporate, preparation of Training Material, Business Development for Training, Collection of Payment,

Work related to marketing and promotion, preparation of promotional material, general administration work and other activities that the company requires.

7) Your base Job Location will be in Coimbatore or Chennai (based on your choice) and you will be required to travel to places outside of your base location also. Six Phrase will take care of your Travel and Accommodation for Training programs outside of your base location. Within the base location you will be required to take care of your Travel and Accommodation.

8) Maximum of two 1 hour permissions can be taken in a month. This permission can be availed at any time of the day but the duration should not exceed 1 hour and the maximum number of times cannot exceed 2 times in a month.

9) Maximum of 1 day paid leave can be availed every month. Leave exceeding 1 day a month will be on Loss of Pay.

10) Should you require being absent from work for reasons of sickness, injury or any other reason your must either personally or through another person notify Six Phrase immediately of this and also of when you expect to be able to return to work. In case of leave exceeding more than 2 days you will be entitled to submit necessary documents pertaining to the reason for leave.

11) In case you wish to resign / leave the service of the company, you will be required to give three month notice in writing failing which SIX PHRASE is entitled to recover amount equal to 3 months salary by way of agreed liquidated damages. The company at its sole discretion may accept one month's salary, or part thereof, in lieu of the notice. The company reserves the right to terminate you from operations without giving any notice during the contract period.

12) Please bring along the below listed documents / details on your day of joining

✓2 passport size and 1 stamp size color photographs.

✓Proof of Identity - Passport / Driver's license / Bank Account Statement. (Photocopy)

✓Proof of address - Ration Card / Passport / Voters ID (Photocopy)

Yours truly,

For SIX PHRASE FINISHING SCHOOL

Offer of Employment Accepted:

I have read the terms and conditions set out in this Appointment Letter. I confirm having fully understood the same. I also declare that all the certificates and documents provided by me to SIX PHRASE - FINISHING SCHOOL are true, genuine and correct.

_____

Signed

G.Ravalika

OFFER LETTER

Dated: 01-02-2021

Dear **Suman Kumar Panigrahi,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **K Bhavani,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Pagadala Vidya,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **K Shelcy Jones,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **P Santhi,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **M Harshitha,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **S Bharathi,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **M Logapriya,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Aashiq To,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **P Karthick,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **James L,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Mallidi Divya Sai Rajya Lakshmi,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Sandra Nikitha,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Teegala Durga Sai Kumar,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Vamshi Gedela,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Dimili Anitha Spandana,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **V Sudheer Kumar,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Goutham Challa,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Bommu Bhaskara Prasad Reddy,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Benson Thomas,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Gowra Bhaskar Nagesh,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Thimanani Surya Lakshmi Prasad,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Narige Eshwar Teja,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Varri Appalanaidu,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Gunavanth B,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Tk Dinesh Kumar,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **S Rohith Kumar,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Pemmasani Hemanth,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Rohithreddy,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Ram Krishn,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **P Sreenidhi Mathangee,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **R L Harish,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **S Pushpalatha,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **G Daniel Raj,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Prasanna Lakshmi N,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Rakshitha K C,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Someshwaran S,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Avinash Byna,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **N Krishna Sai,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Naveen Chowdary,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Ganesh U,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Velala Durga Naga Venkata Syam Prasad,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **P Sai Vamshi,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Yushaaq Hussain Z,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **S S Anil Kumar,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Gopinath R,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **B Dhanalakshmi,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Aftab Ahmed Ansari,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Madhan Kumar,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Nithish Gopi,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **V Selvaganapathy,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **M Rajesh,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **A K Deepika,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Deepika

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Shaik Ameem,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Shaik Nagur Basha,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Challa Deepak Reddy,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Adavi Uma Chandra Sekhar,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Abhishek Kumar Pandey,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Battini Rakesh,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Patloori Roshan Reddy,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Nukapelly Mahipal,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Eagam Sai Chanikya,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Vinay Chirra,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Amudala Krishna Charan Teja,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Segireddy Sreenatha Reddy,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Abburi Jyothiswarup,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Koduru Aadiesh,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

OFFER LETTER

Dated: 01-02-2021

Dear **Mavuram Vamshi Reddy,**

We are happy to inform you that you have been shortlisted in our screening test. Training in our incubation centre starts on **19-01-2021** On the day of joining we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes around 3 months.
- We do not charge you for any interviews and placement activities conducted at our end.
- The training includes **Core JAVA/ Manual Testing, SQL, & General Aptitude.**
- No other additional subjects/courses are included in this program.

RULES:

Following are the rules for placement activity:

- You should have 90% attendance in class room / practical session.
- Should be ready to relocate to different cities for job/interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation.
- Bring this offer letter on the first day along with all semester marks cards, 10th& 12th / PUC and any Government ID proof document.

**This letter is valid on the date of joining. If you come on any other date, free training will not be valid. You may have to pay fees.

Thank & Regards
QSpiders Campus Connect Team.
Mb: 9513684738.

USN NO .....

QSPIDERS Basavanagudi Bengaluru

motherson

January 24, 2022

Re: MIND/HR/ET/29

Ragala Anandababu
C/o BIHER

Subject: Letter of Intent

Dear **Ragala Anandababu**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Ragala Anandababu

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/30

Sai Nikhil Mattapalli
C/o BIHER

Subject: Letter of Intent

Dear **Sai Nikhil Mattapalli**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Sai Nikhil Mattapalli

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/31

Pavan Bhaskar
C/o BIHER

Subject: Letter of Intent

Dear **Pavan Bhaskar**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Pavan Bhaskar

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/32

S Gopinadh
C/o BIHER

Subject: Letter of Intent

Dear **S Gopinadh**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - S Gopinadh

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/33

Thornala Rajeshwar Reddy
C/o BIHER

Subject: Letter of Intent

Dear **Thornala Rajeshwar Reddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Thornala Rajeshwar Reddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/34

Malavath Praneeth
C/o BIHER

Subject: Letter of Intent

Dear **Malavath Praneeth**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Malavath Praneeth

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/35

A Jeevan
C/o BIHER

Subject: Letter of Intent

Dear **A Jeevan**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - A Jeevan

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/36

Katipally Venkatreddy
C/o BIHER

Subject: Letter of Intent

Dear **Katipally Venkatreddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Katipally Venkatreddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/37

Paruchuri Hemanth
C/o BIHER

Subject: Letter of Intent

Dear **Paruchuri Hemanth**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Paruchuri Hemanth

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/38

Chinthagumpala Munivenkatesh
C/o BIHER

Subject: Letter of Intent

Dear **Chinthagumpala Munivenkatesh**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Chinthagumpala Munivenkatesh

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/39

Padmini Ramanoju
C/o BIHER

Subject: Letter of Intent

Dear **Padmini Ramanoju**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Padmini Ramanoju

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/40

Mahesh R
C/o BIHER

Subject: Letter of Intent

Dear **Mahesh R**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Mahesh R

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/41

Chaya Rajasekhar
C/o BIHER

Subject: Letter of Intent

Dear **Chaya Rajasekhar**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Chaya Rajasekhar

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/42

Nalla Mukesh
C/o BIHER

Subject: Letter of Intent

Dear **Nalla Mukesh**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Nalla Mukesh

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/43

Bathini Madan Kumar
C/o BIHER

Subject: Letter of Intent

Dear **Bathini Madan Kumar**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Bathini Madan Kumar

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/44

S Sree Teja Goud
C/o BIHER

Subject: Letter of Intent

Dear **S Sree Teja Goud**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - S Sree Teja Goud

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/45

N Sai Sampath
C/o BIHER

Subject: Letter of Intent

Dear **N Sai Sampath**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - N Sai Sampath

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/46

Merugu Hemanthkamal
C/o BIHER

Subject: Letter of Intent

Dear **Merugu Hemanthkamal**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Merugu Hemanthkamal

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/47

Varun Kalyan Mandava
C/o BIHER

Subject: Letter of Intent

Dear **Varun Kalyan Mandava**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Varun Kalyan Mandava

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/48

M Manohar Reddy
C/o BIHER

Subject: Letter of Intent

Dear **M Manohar Reddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - M Manohar Reddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/49

Mariyappan
C/o BIHER

Subject: Letter of Intent

Dear **Mariyappan**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Mariyappan

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/50

Yarragani Yadagiri
C/o BIHER

Subject: Letter of Intent

Dear **Yarragani Yadagiri**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Yarragani Yadagiri

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/51

Narrish R
C/o BIHER

Subject: Letter of Intent

Dear **Narrish R**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Narrish R

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/52

Prudvi Raju Kocherla
C/o BIHER

Subject: Letter of Intent

Dear **Prudvi Raju Kocherla**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Prudvi Raju Kocherla

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/53

Vinit Singh
C/o BIHER

Subject: Letter of Intent

Dear **Vinit Singh**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Vinit Singh

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/54

PremSai kapireddy
C/o BIHER

Subject: Letter of Intent

Dear **PremSai kapireddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - PremSai kapireddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/55

Vasanth
C/o BIHER

Subject: Letter of Intent

Dear **Vasanth**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Vasanth

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/56

Chandrasekar
C/o BIHER

Subject: Letter of Intent

Dear **Chandrasekar**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Chandrasekar

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/57

Paili vasu
C/o BIHER

Subject: Letter of Intent

Dear **Paili vasu**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Paili vasu

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/58

BELLAMKONDA LOHITH VAMSI
C/o BIHER

Subject: Letter of Intent

Dear **BELLAMKONDA LOHITH VAMSI**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - BELLAMKONDA LOHITH VAMSI

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/59

Shaik Sameer
C/o BIHER

Subject: Letter of Intent

Dear **Shaik Sameer**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Shaik Sameer

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/60

Shaik mustaq ahmed
C/o BIHER

Subject: Letter of Intent

Dear **Shaik mustaq ahmed**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Shaik mustaq ahmed

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/61

Pallapolu venkata Manikanta kumar
C/o BIHER

Subject: Letter of Intent

Dear **Pallapolu venkata Manikanta kumar**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Pallapolu venkata Manikanta kumar

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/62

Jangidi mahendra
C/o BIHER

Subject: Letter of Intent

Dear **Jangidi mahendra**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Jangidi mahendra

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/63

Yeeti Sathya sai
C/o BIHER

Subject: Letter of Intent

Dear **Yeeti Sathya sai**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Yeeti Sathya sai

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/64

P Sasi dhar reddy
C/o BIHER

Subject: Letter of Intent

Dear **P Sasi dhar reddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - P Sasi dhar reddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/65

Manikaraj
C/o BIHER

Subject: Letter of Intent

Dear **Manikaraj**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Manikaraj

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/66

Ganesh Penagadam
C/o BIHER

Subject: Letter of Intent

Dear **Ganesh Penagadam**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Ganesh Penagadam

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/67

Jakku Shyam Prasad Reddy
C/o BIHER

Subject: Letter of Intent

Dear **Jakku Shyam Prasad Reddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Jakku Shyam Prasad Reddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/68

Yamma Sai Brahma Reddy
C/o BIHER

Subject: Letter of Intent

Dear **Yamma Sai Brahma Reddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Yamma Sai Brahma Reddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/69

Cheemala Saikishore
C/o BIHER

Subject: Letter of Intent

Dear **Cheemala Saikishore**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Cheemala Saikishore

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/70

Maddi Reddy
C/o BIHER

Subject: Letter of Intent

Dear **Maddi Reddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Maddi Reddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/71

Y Venkata Sai Nath
C/o BIHER

Subject: Letter of Intent

Dear **Y Venkata Sai Nath**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Y Venkata Sai Nath

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/72

Andugula Akhil Kumar
C/o BIHER

Subject: Letter of Intent

Dear **Andugula Akhil Kumar**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Andugula Akhil Kumar

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/73

Reddy Manikanta
C/o BIHER

Subject: Letter of Intent

Dear **Reddy Manikanta**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Reddy Manikanta

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/74

Malisetty Saitejagoud
C/o BIHER

Subject: Letter of Intent

Dear **Malisetty Saitejagoud**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Malisetty Saitejagoud

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/75

Praveen Thotla
C/o BIHER

Subject: Letter of Intent

Dear **Praveen Thotla**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Praveen Thotla

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/76

Buddha Manisai Kumar
C/o BIHER

Subject: Letter of Intent

Dear **Buddha Manisai Kumar**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Buddha Manisai Kumar

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/77

Premchand B
C/o BIHER

Subject: Letter of Intent

Dear **Premchand B**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Premchand B

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/78

Tejeswarachari
C/o BIHER

Subject: Letter of Intent

Dear **Tejeswarachari**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Tejeswarachari

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/79

Thippani Rakesh Varma
C/o BIHER

Subject: Letter of Intent

Dear **Thippani Rakesh Varma**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Thippani Rakesh Varma

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/80

Sowjanya K
C/o BIHER

Subject: Letter of Intent

Dear **Sowjanya K**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Sowjanya K

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/81

Nerusu James
C/o BIHER

Subject: Letter of Intent

Dear **Nerusu James**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Nerusu James

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/82

Gopireddy Srinivasareddy
C/o BIHER

Subject: Letter of Intent

Dear **Gopireddy Srinivasareddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Gopireddy Srinivasareddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/83

Boya Madhu Mohan
C/o BIHER

Subject: Letter of Intent

Dear **Boya Madhu Mohan**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Boya Madhu Mohan

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/84

N Gnaneshwar Reddy
C/o BIHER

Subject: Letter of Intent

Dear **N Gnaneshwar Reddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - N Gnaneshwar Reddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/85

Subbareddy
C/o BIHER

Subject: Letter of Intent

Dear **Subbareddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Subbareddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/86

Vipul Prathap
C/o BIHER

Subject: Letter of Intent

Dear **Vipul Prathap**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Vipul Prathap

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/87

Gopichand Marri
C/o BIHER

Subject: Letter of Intent

Dear **Gopichand Marri**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Gopichand Marri

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/88

Shaik Fazil
C/o BIHER

Subject: Letter of Intent

Dear **Shaik Fazil**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Shaik Fazil

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/89

Durgempudisaivengalareddy
C/o BIHER

Subject: Letter of Intent

Dear **Durgempudisaivengalareddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Durgempudisaivengalareddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/90

Vishnu Vardhan Reddy
C/o BIHER

Subject: Letter of Intent

Dear **Vishnu Vardhan Reddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Vishnu Vardhan Reddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/91

Voleti Udeep
C/o BIHER

Subject: Letter of Intent

Dear **Voleti Udeep**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Voleti Udeep

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/92

Sudheer Kumar
C/o BIHER

Subject: Letter of Intent

Dear **Sudheer Kumar**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Sudheer Kumar

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/93

G Divya
C/o BIHER

Subject: Letter of Intent

Dear **G Divya**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - G Divya

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/94

Bathina Dileep
C/o BIHER

Subject: Letter of Intent

Dear **Bathina Dileep**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Bathina Dileep

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/95

P Manjunath
C/o BIHER

Subject: Letter of Intent

Dear **P Manjunath**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - P Manjunath

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/96

Neelam Sai Charan
C/o BIHER

Subject: Letter of Intent

Dear **Neelam Sai Charan**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Neelam Sai Charan

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/97

V Praddeep Kumar
C/o BIHER

Subject: Letter of Intent

Dear **V Praddeep Kumar**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - V Praddeep Kumar

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/98

B Mahadev
C/o BIHER

Subject: Letter of Intent

Dear **B Mahadev**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - B Mahadev

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/99

P Pavankumarreddy
C/o BIHER

Subject: Letter of Intent

Dear **P Pavankumarreddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - P Pavankumarreddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/100

T Balaji
C/o BIHER

Subject: Letter of Intent

Dear **T Balaji**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - T Balaji

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/101

T Sai Charan
C/o BIHER

Subject: Letter of Intent

Dear **T Sai Charan**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - T Sai Charan

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/102

K Gnanasekhar
C/o BIHER

Subject: Letter of Intent

Dear **K Gnanasekhar**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - K Gnanasekhar

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/103

K Sandeep
C/o BIHER

Subject: Letter of Intent

Dear **K Sandeep**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - K Sandeep

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/104

K Santhosh Kumar Reddy
C/o BIHER

Subject: Letter of Intent

Dear **K Santhosh Kumar Reddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - K Santhosh Kumar Reddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/105

M Akhil Kumar Reddy
C/o BIHER

Subject: Letter of Intent

Dear **M Akhil Kumar Reddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - M Akhil Kumar Reddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/106

Ramella Eswara Sai Krishna
C/o BIHER

Subject: Letter of Intent

Dear **Ramella Eswara Sai Krishna**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Ramella Eswara Sai Krishna

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/107

Chitturi Yuvakiran
C/o BIHER

Subject: Letter of Intent

Dear **Chitturi Yuvakiran**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Chitturi Yuvakiran

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/108

K Sivasai
C/o BIHER

Subject: Letter of Intent

Dear **K Sivasai**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - K Sivasai

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/109

T Sri Ram
C/o BIHER

Subject: Letter of Intent

Dear **T Sri Ram**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - T Sri Ram

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/110

Venkatarakeshtulabandula
C/o BIHER

Subject: Letter of Intent

Dear **Venkatarakeshtulabandula**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Venkatarakeshtulabandula

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/111

Nagarjuna Reddy Kappeta
C/o BIHER

Subject: Letter of Intent

Dear **Nagarjuna Reddy Kappeta**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Nagarjuna Reddy Kappeta

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/112

Polineni Pavan Kumar
C/o BIHER

Subject: Letter of Intent

Dear **Polineni Pavan Kumar**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Polineni Pavan Kumar

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/113

Lebaku Rukeswar Reddy
C/o BIHER

Subject: Letter of Intent

Dear **Lebaku Rukeswar Reddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Lebaku Rukeswar Reddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/114

Mahesh
C/o BIHER

Subject: Letter of Intent

Dear **Mahesh**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Mahesh

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/115

Punyala Kotireddy
C/o BIHER

Subject: Letter of Intent

Dear **Punyala Kotireddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Punyala Kotireddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/116

Sanapala Maneesha
C/o BIHER

Subject: Letter of Intent

Dear **Sanapala Maneesha**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Sanapala Maneesha

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/117

Maguluri Mahesh Babu
C/o BIHER

Subject: Letter of Intent

Dear **Maguluri Mahesh Babu**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Maguluri Mahesh Babu

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/118

Botchu Krishna Reddy
C/o BIHER

Subject: Letter of Intent

Dear **Botchu Krishna Reddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Botchu Krishna Reddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/119

Mulukuri Krishna Reddy
C/o BIHER

Subject: Letter of Intent

Dear **Mulukuri Krishna Reddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Mulukuri Krishna Reddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/120

G Mahesh
C/o BIHER

Subject: Letter of Intent

Dear **G Mahesh**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - G Mahesh

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/121

Nagasai Basani
C/o BIHER

Subject: Letter of Intent

Dear **Nagasai Basani**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Nagasai Basani

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/122

Vaddesathyaprakash
C/o BIHER

Subject: Letter of Intent

Dear **Vaddesathyaprakash**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Vaddesathyaprakash

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/123

Eega Ramakrishna
C/o BIHER

Subject: Letter of Intent

Dear **Eega Ramakrishna**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Eega Ramakrishna

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/124

K Madhu
C/o BIHER

Subject: Letter of Intent

Dear **K Madhu**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - K Madhu

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/125

J R Asha Devi
C/o BIHER

Subject: Letter of Intent

Dear **J R Asha Devi**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - J R Asha Devi

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/126

Sai Teja Reddy Kaja
C/o BIHER

Subject: Letter of Intent

Dear **Sai Teja Reddy Kaja**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Sai Teja Reddy Kaja

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/127

Tanakanti Diwakar Reddy
C/o BIHER

Subject: Letter of Intent

Dear **Tanakanti Diwakar Reddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Tanakanti Diwakar Reddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/128

Devarapalli Govaradhan Reddy
C/o BIHER

Subject: Letter of Intent

Dear **Devarapalli Govaradhan Reddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Devarapalli Govaradhan Reddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/129

Chenchala Venkata Kishore Reddy
C/o BIHER

Subject: Letter of Intent

Dear **Chenchala Venkata Kishore Reddy**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Chenchala Venkata Kishore Reddy

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

motherson

January 24, 2022

Re: MIND/HR/ET/130

K Pavan Naik
C/o BIHER

Subject: Letter of Intent

Dear **K Pavan Naik**,

This has reference to your application and subsequent interview you had with us during your visit to our office.

We are pleased to offer you employment in our Organization as **Project Trainee.** This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida.

You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **January 31,2022** by 0900 Hrs with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of six months with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per mont**h (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or your failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

motherson

ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - K Pavan Naik

		Amount(Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus after 24 months (which is equivalent to 20% of their initial annual CTC)

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

INFORMATION RELEASE FORM

To Whom It May Concern:

I, Vishal Kumar

(Last Name) (First Name) (Middle Name)

hereby authorize SISA Information Security Pvt. Ltd. and/or any of its subsidiaries or affiliates or partners or vendors, and any person or organizations acting on its behalf, to verify information presented in my employment application and to compile a background report for that purpose. I hereby grant authority to the bearer of this letter to access or be provided with full details of my previous employment record held by any company or business for which I previously worked. This information should include, but not be restricted to, the dates of employment, position held, details of my salary upon departure and an appraisal of my performance, capabilities and character. I hereby release from liability any person or entity requesting or supplying such information.

Date: 1/11/2022

DocuSigned by:
Vishal Kumar
06800CDF9C7846E...
Candidate Signature

Name of the Candidate

Fields marked with a * are mandatory

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

SISA

EMPLOYMENT AGREEMENT

This Employment Agreement (this "Agreement") is executed at SISA SDC as on 12th Day of January 2022.

By and Between:

SISA Information Security Pvt. Ltd. A company incorporated under Company act 1956 with PAN AAJCS3842A, and having its registered office located No. 79, Road Number 9, KIADB IT PARK, Arebinnamangala Village, Jala Hobli, Bengaluru – 562149, hereinafter, referred to as the **"Company"** (Which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include its successors and permitted assigns), and

1. Mr./Mrs. Vishal Kumar Son/Daughter of Dinesh Kumar, Resident of Langarpur, Barh, Patna, Bihar, 803213, Having his/her PAN number HCDPK2202Q, hereinafter to as "Employee".

The Company and Employee are hereinafter individually referred to as a "Party" and "Collectively" as the parties.

WHEREAS:

A. The company is desirous of employing Vishal Kumar and employee has agreed to be employed by the company in the said capacity.
B. The Parties now wish to incorporate the term and conditions of the aforesaid appointment and employment in writing.

NOW THIS AGREEMENT WITNESS AS FOLLOWS:

1. Definitions and Interpretations:

A. Definitions:

In this agreement, the following expressions shall have the following meaning:

"Confidential Information" Shall mean all communication and all information whether written, visual or oral and all other material supplied to or obtained by employee from the company (Including any group company/ subsidiary offices). During the continuance of his/her employment with the company and all information, report, recommendations or advice given to the company or any group company by employee in pursuance to His/her duties hereunder, and shall (Without limitation of the foregoing) including any information from

DocuSigned by:
Vishal Kumar
06800CDF9C7846E...

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

SISA

whatever source supplied to or obtained by Employees concerning the trade secrets, customers, business acquisition and transactions, financial arrangements and technical or commercial affairs of the group. **"Group Company" Shall** mean the company, the holding company of the company, and any company which is for the time being a subsidiary of the company or of the company's holding company,

"IPR" means all forms of intellectual property rights includes:

1. Inventions, whether or not patentable, reduced to practice or made the subject of one or more pending patent applications.
2. National and multinational statutory invention registrations, patents and patents applications (including all reissues, divisions, continuations, extensions and re-examinations thereof) registered or applied for in India or other nations all improvements to the inventions disclosed in each such registration, patent or patent application.
3. Copyrights and registrations/Applications for registration thereof in India and other nations, including all derivative works, moral rights, renewals, extensions, reversions or restorations associated with such copyrights, now or hereafter provided by law, regardless of the medium of fixation or means of expression.
4. Computer Software (Including Source Code, Object Code, Firmware, Operating systems and Specifications).
5. Trade secrets whether marked or not marked as confidential, business information (Including pricings and cost information, business and marketing plans and customer/supplier lists) and Know- How (Including manufacturing and production process and techniques).
6. Industrial designs.
7. Databases and Data collections.

B. <u>Interpretation:</u>

In this Agreement, unless the context otherwise requires:

A. The headings are inserted for ease of reference only and shall not affect the construction or interpretation of this agreement.

B. Any reference to any enactment or statutory provision is a reference to it as it may have been, or may from time to time be, amended, modified, consolidated or re-enacted.

C. Words in the singular shall include the plural and vice versa and

DocuSigned by:
Vishal Kumar
06800CDF9C7846E...

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

SISA

D. Reference to an "Agreement" or "Document" shall be construed as a reference to such agreement or document as the same may be amended, varied, supplemented or novated in writing at the relevant time in accordance with the requirements of such agreement or document and, if applicable of this agreement.

2. Appointment & Duties.

2.1 Subject to and in accordance with the following terms and conditions, the company shall employee employee and he/she shall serve the company as Associate Consultant- Trainee

2.2 Employee's employment during the terms of this agreement shall be on a full time basis.

2.3 The agreement shall be effective from the Date of Joining for a term of **Two Year** exclusive of notice period served on resignation subject to the employment being previously determined in pursuant of any of the provisions of this agreement.

2.4 Employee shall perform such duties and exercise such powers in connection with the employment generally as may from time to time be assigned or entrusted to him by the Reporting Manager.

2.5 Employee shall perform his/her duty and exercise his/her powers subject to the overall supervision, direction and control of the Reporting Manager.

2.6 Initially, employee shall provide his/her services from and be based in Bangalore (City Name). However, he/she may be required to travel to and work from other cities in India or Abroad. The location at which employee shall perform his/her duties shall be specified to him from time to time by the Reporting Managers.

2.7 During His/Her employment pursuant to this agreement, Employee shall:

A. Shall faithful and diligently perform such duties hereunder, use his/her best efforts to promote the business, management, operations and welfare of the company.

B. Shall devote the whole of His/her time, attention and abilities during hours of work to the affairs of the company.

C. Shall observe and comply with all resolutions, regulations and directions made or given by the board from time to time.

DocuSigned by:
Vishal Kumar
06800CDF9C7846E...

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

SISA

D. Shall conform to such hours of work as may from time to time reasonably be required of him for the proper discharge of his duties under the employment and not be entitled to any remuneration additional to that provided in his/her employment terms for work performed outside normal hours.

E. Shall not without the Company's prior written consent be directly or indirectly engaged or interested in any capacity in any competitive activity.

F. Shall represent the company before all third parties, business association, statutory authority etc. generally and specifically as may be mandated by a proper authorization, if need be,

2.8 During his/her employment with the company, employee shall whenever required by the board, undertake to travel throughout India and Outside India to perform his/her duties as Reporting Manager may require/direct.

2.9 The Board/Reporting Managers may from time to time issue a Board Resolution or a Special resolution or General Power of Attorney, authorization letter etc. from time to time in employee's favour to represent the company or authorize him/her to take certain actions as may be required.

3. Remuneration, Benefits & Perquisites.

3.1 In consideration for the performance of his/her duties under this Agreement, employee shall be entitled to the remuneration, benefits and perquisites as more particularly set out in the Appointment Letter

3.2 The company shall be entitled to deduct from employee's remuneration any monies due from him/her to the company or any group company including and any moneys required to be deducted from employee's remuneration under applicable Indian Laws, including income tax deductions at source, any outstanding loans (If any), advances, the cost of repairing any damages to or loss of the company's property caused by Him/Her and any other monies owned by him to the company or any group company.

4. Competitive Activities.

4.1 During the period of his/her employment and for One Year after the termination of this agreement, employee shall not, directly or indirectly:

A. Solicit, entice, persuade or induce any employee of the company or group company to terminate such of his/her employment, or

DocuSigned by:
Vishal Kumar
06800CDF9C7846E...

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

SISA

B. Approach any such employee for any of the foregoing purposes, or

C. Authorize, solicit, or Assist in the taking of such action by any third party.

4.2 Employee Hereby acknowledges and agrees that damages will not be an adequate remedy for his/her breach of any of the covenants contained in this Clause 4 and further agrees that the company shall be entitled to obtain appropriate injunction and/or other equitable relief for any such breach.

5. Confidentiality.

5.1 Employee shall Not, during continuance of his employment hereunder or at any time thereafter divulge or disclose the confidential information or copy or make list of confidential information of the group or the persons.

5.2 If, however Employee is required under law to disclose any confidential information, he/she shall provide the company with prompt written notice thereof so that the company may seek a protective order (with employee's corporation, if required) confidential treatment or other appropriate remedy. In any event, Employee shall furnish only that information which is necessary of this clause.

5.3 Employee May also divulge or disclose any confidential information to officers and employees of the company on a need to know basis during the course of the operations of the company and such disclosure shall not be deemed to be a contravention of this clause.

5.4 All records, files, documents and materials or copies thereof, relating to the company or any group company which employee shall prepare or use or come into contact with, shall be and remain the sole property of the company or the group as the case may be.

5.5 Employee shall promptly return all records, files, documents and materials or copies thereof in his/her possession to the company upon termination of his/her employment with the company.

5.6 Employee shall not retain any copies of the material returned under Clause 5.5.

6. Termination of Employment:

6.1 The company shall be entitled to terminate this agreement for cause; in which event all his rights to payment from the company (Including pursuant to any plan or policy of the company) shall terminate immediately, except the right to payment in respect of salary in respect of period prior to such termination.

"Cause" shall mean if Employee is:

DocuSigned by:
Vishal Kumar
06800CDF9C7846E...

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

SISA

A. Found to be of unsound mind by a court of competent jurisdictions or,

B. Applies to be adjudicated an insolvent, or C. Is adjudged as insolvent, or

D. Is convicted by any court of an offence involving moral turpitude and sentenced in respect thereof to imprisonment for not less than six months, or

E. An order disqualifying his/her appointment is passed by a court or tribunal, or

F. Is convicted of any offence dealing with related party transactions, or

G. Is guilty of fraud or other gross misconduct, or gross incompetence or neglect of duty, or commit any other breach of any obligations agreed under the agreement, or

H. Acts in a manner (Whether in course of his duties or otherwise) which is likely to bring him, the group or the company into disrepute or prejudice the interest of the group or the company, or

I. Refuses to carry out any reasonable instructions given to him by the Board/Reporting manager in course of his employment or fails to diligently attend to his duties hereunder, or

J. Is guilty of continuing unsatisfactory conduct or deficient performance of his duties, after having received instructions from the company relating to the same, or

K. Is in breach of the terms of any other agreement entered into with the company.

Any delay or forbearance by the company in exercising any such rights to terminate this agreement shall not constitute a waiver of such right.

6.2 Notwithstanding anything contained in Clause 6.1, either party shall be entitled to terminate this agreement by giving not less than 90 Days' notice in writing in that behalf to the other without the necessity of showing any cause and without being liable for any compensation or damages of any nature whatsoever in that behalf.

Provided however, that the company shall also be entitled to terminate this agreement with immediate effect based on mutual financial settlements with the employee.

Notwithstanding anything contained herein or on the expiry of the period of such notice or immediately upon payment in lieu of such notice, as the case may be, the employment of employee shall come to an end and Employee shall cease to be the employee of the company. The company shall file necessary filings with any authorities if required.

6.3 Any termination of the employment by the company shall be communicated by written notice to Employee.

6.4 Notwithstanding anything contained in this agreement, if the company terminates this agreement for Cause Employee shall be entitled to receive only the monthly salary till the date of termination and shall not be entitled to any commission, performance linked bonus with respect to the incomplete fiscal year.

DocuSigned by:
Vishal Kumar
06800CDF9C7846E...

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

SISA

6.5 Immediately upon termination of this agreement for any reasons whatsoever, Employee shall be liable to hand over all properties, assets (movable and immovable) of the company in his possession, to the company.

7. Intellectual Property Rights.

7.1 SISA Employee acknowledges that ownership of, and all right, title, and interest in, all work product, improvements, developments, discoveries, proprietary information, trademarks, trade names, logos, art work, slogans, know-how, processes, methods, trade secrets, source code, application development, designs, drawings, plans, business plans or models, blue prints (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials thereof), inventions (whether patentable or not, and whether or not patent protection has been applied for or granted) and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages developed or created from time to time by or for the Organization by the SISA Employee whether before execution of this Agreement or afterwards (the "**Intellectual Properties**") shall vest in the Organization.

7.2 The SISA Employee expressly agrees that all Intellectual Properties such created by the SISA Employee shall be under a contract of service. In consideration of his employment with the Organization, the SISA Employee hereby transfers and shall be deemed to have assigned in favour of the Organization, all rights, title and interest in and to all the Intellectual Properties, together with the rights to sublicense or transfer any and all rights assigned hereunder to third parties, in perpetuity. The SISA Employee agrees that such assignment shall be perpetual, worldwide and royalty free. The SISA Employee agrees that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to the SISA Employee, even if the Organization does not exercise the rights under the assignment within a period of one year from the date of assignment. The SISA Employee acknowledges and agrees that he shall waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957. The SISA Employee shall assist and cooperate with the Organization in perfecting the Organization's rights in the Intellectual Properties.

7.3 A list of all inventions belonging to the SISA Employee and made by him before the execution date of this agreement is annexed as Annexure-D If any invention is incorporated in any product, service, program, process, machine, development or work in progress, or released or unreleased product of the Organisation by the SISA Employee, the Organisation shall have an irrevocable, exclusive and royalty-free license to exercise all rights and exploit the invention on a worldwide basis, and without any restriction as to the extent of the SISA Employee's ownership or interest.

DocuSigned by:
Vishal Kumar
06800CDF9C7846E...

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

SISA

8. **Increments and Promotions:** Employees performance and contribution to SISA will be important consideration for salary appraisals and promotions. You will be eligible for annual appraisals only if you joined us on or before 31st August of every year, if you joined after 31st August then you will be eligible for annual appraisal in the next financial year.

9. **Miscellaneous:**

9.1 **Third Party:** Except for the rights granted to the company pursuant to this agreement and except as expressly set forth or referred to herein, nothing herein expressed or implied is intended or shall be construed to confer upon or give any person other than the parties and their successors and permitted assigns any rights or remedies under or by reason of this agreement.

9.2 **Enforcement**: The provisions of this agreement shall be regarded as divisible, and if any of the said provisions or any part thereof is declared invalid or unenforceable by a court of competent jurisdiction, the validity and enforceability of the remainder of such provisions or parts hereof and the applicability thereof shall not be affected thereby.

9.3 **Amendment**: The agreement may not be amended or modified at any time except by a written instrument approved by the reporting manager and executed by the parties provided, however, that any attempted amendment or modification without such approval and execution shall be null and void ab initio and of no effect.

9.4 **Governing Laws and Arbitration:** Both Parties agree that this Agreement shall be governed and interpreted according to the laws of India. The Parties shall seek to resolve any dispute, controversy, claim or breach arising out of or in relation to this Agreement including any questions, issues or disputes concerning its existence, validity or termination, by amicable arrangement and in the spirit of compromise, and only if the Parties fail to resolve the same by amicable arrangement and compromise then both the parties will refer further proceedings to an Arbitrator.

In case of non-resolution of any dispute or difference in the manner specified above, the same shall then be mandatorily referred to Arbitration. There will be three arbitrators who will be appointed from SISA. First Arbitrator will be HR, second arbitrator will be the choice of employee and the third arbitrator will be appointed by two other arbitrators. The arbitrators shall be a competent and reputable individual. The Arbitrators shall not be limited by the Code of Civil Procedure, 1908 and the Indian Evidence Act and shall be

DocuSigned by:
Vishal Kumar
06800CDF9C7846E...

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

SISA

free to chart out the procedure to be followed in arbitration. The arbitration proceedings shall commence on and from the date of appointment of Arbitrators and the award/decision shall be made within a period of 60 days from appointment of Arbitrators. The proceedings of arbitration and the award shall be made in English.

The time period may vary to ensure natural justice to both the parties. The place of arbitration will be in Bangalore, SISA premises and the arbitration shall be subject to The Arbitration & Conciliation Act, 1996. The fees payable to the Arbitrators (including arbitrator fees and costs but excluding any filing fee payable by a Party commencing the arbitration) shall be borne equally by the Parties; provided, the total fees payable to the arbitrator shall not exceed INR 40,000.

9.5 **Death or disability:** In the event of termination of the Agreement due to the SISA Employee's death or disability (physical or mental), the SISA Employee shall be entitled to the basic salary pro-rated to the date of termination. All other obligations of the Organization towards the SISA Employee pursuant to the Agreement shall automatically terminate and extinguish. SISA will only take accidental death insurance for every Employee. In case of death a Claim/Compensation can be claimed from Insurance Company as per the insurance policy and no payment will be made by the Organization.

9.6 **Notices**: Notices given pursuant to this agreement shall be in writing and delivered at the address given above or to such addresses as given/notified by other parties.

The Employee affixed his/her signature voluntarily and on free will and after being fully aware of all legal consequences arising from this agreement. IN WITNESS WHEREOF the parties have signed this agreement on the date, month and year written below in the presence of the following witness. The employees are fully aware regarding the consequences which may arise from the breach of this agreement, after necessary signatures this agreement will valid ab-initio and binding.

DocuSigned by:
Vishal Kumar
06800CDF9C7846E...

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

SISA

SIGN OFF:

SISA Information Security Pvt. Ltd.	Employee.
Signature:	Signature: DocuSigned by: Vishal Kumar 06800CDF9C7846E...
Print Name:	Print Name: Vishal Kumar
Title:	Title: Associate Consultant- Trainee
Date:	Date: 1/11/2022

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

SISA

Non-Compete Agreement.

This Non-compete Agreement (the "Agreement") is entered on 12th **Day of** January **2022** between SISA Information Security Pvt. Ltd. (Herein referred to as Company) having its registered office located at No. 79, Road Number 9, KIADB IT PARK, Arebinnamangala Village, Jala Hobli, Bengaluru – 562149, India and Vishal Kumar (Herein referred to as employee/individual) .Company and Employee may each be referred to from the time to time herein as a "Party", and may collectively be referred to herein as the "Parties".

1. Acknowledgement

As SISA is an Information Security Company, and is involved in various audits, sales, trainings and development of various internet security programs, SISAs client information, Intellectual Property rights, Trade Secrets, Pricing, Methods of Operation and other business related information's are of a unique nature. The employee acknowledges the same. Employees agrees that for a period of one year after any termination of Employment that the employee will not, directly or indirectly induce or influence (or attempt to induce or influence) any person who is an Employee of SISA. The Employee also unconditionally agrees not to join any Competitor Organization for a period of 12 months from the date of resignation. A Competitor can be any PCI Qualified Security Assessor Company or a any PCI Approved Scanning Vendor as listed on the PCI Standards Council Website on www.pcisecuritystandards.org. Employees will be Blacklisted (Untrustworthy Employees) in HR records and will be liable to pay a penalty of INR 5,00,000 if they fail to abide by the Non-Compete Agreement.

2. Confidential Information

Following Info. Will be constituted as confidential info.

- "Price sensitive information"- It means any information which relates directly or indirectly to a company and which if published is likely to materially affect the price of product/service quotes of SISA. Price sensitive information shall include periodical financial results of SISA, intended declaration of dividends (both interim and final), any major expansion plans or execution of new projects, amalgamation, mergers or takeovers, disposal of the whole or substantial part of the undertaking and significant changes in policies, plans or operations of SISA.

- Trade Secrets- A trade secret refers to data or information relating to the business which is not generally known to the public and which the owner and its employees reasonably attempts to keep secret and confidential. Trade secrets generally give the business a competitive edge over their rivals. Almost any type of data, processes or information can be referred to as trade secrets so long as it is intended to be and kept a secret, and involves an economic interest of SISA.

Breach of Confidentiality attracts civil as well Criminal liability under Information Technology Act 2000 (Section 72 IT act). SISA Employees will have access to electronic records, books, register, correspondence, information &

DocuSigned by:
Vishal Kumar

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

document. If any un-necessary disclosure is done to a third party or an outsider then SISA will have option to institute a suit against the employee.

3. Remedies

SISA may pursue any and all remedies available to it and the pursuit of one remedy will not be deemed to exclude any other remedies, including, but not limited to recovery of damages and reasonable attorney's fees. SISA shall have the right to injunctive relief in case of breach of any provisions contained in this Agreement.

4. Severability

If any provision in this Agreement is deemed to be invalid or unenforceable for any reason, it will not affect the remaining provisions and those provisions will continue to be valid and enforceable.

5. Governing Law

Both Parties agree that This Agreement shall be governed and interpreted according to the laws of India. The Parties shall seek to resolve any dispute, controversy, claim or breach arising out of or in relation to this Agreement including any questions, issues or disputes concerning its existence, validity or termination, by amicable arrangement and in the spirit of compromise, and only if the Parties fail to resolve the same by amicable arrangement and compromise then both the parties will refer further proceedings to an Arbitrator. In case of nonresolution of any dispute or difference in the manner specified above, the same shall then be mandatorily referred to Arbitration. There will be three arbitrators who will be appointed from SISA. First Arbitrator will be HR, Second arbitrator will be the choice of employee and the third arbitrator will be appointed by two other arbitrators. The arbitrators shall be a competent and reputable individual. The Arbitrators shall not be limited by the Code of Civil Procedure, 1908 and the Indian Evidence Act and shall be free to chart out the procedure to be followed in arbitration. The arbitration proceedings shall commence on and from the date of appointment of Arbitrators and the award/decision shall be made within a period of 60 days from appointment of Arbitrators, the time period may vary to ensure equitable justice. The proceedings of arbitration and the award shall be made in English. The time period may vary to ensure natural justice to both the parties. The place of arbitration will be in Bangalore, SISA premises and the arbitration shall be subject to The Arbitration & Conciliation Act, 1996. The fees payable to the Arbitrators (including arbitrator fees and costs but excluding any filing fee payable by a Party commencing the arbitration) shall be borne equally by the Parties; provided, the total fees payable to the arbitrator shall not exceed INR 40000.

6. Entire Agreement

This Agreement contains the entire agreement and understanding by and between SISA and Vishal Kumar with respect to the covenants in this agreement.

DocuSigned by:
Vishal Kumar
06800CDF9C7846E...

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

SISA

SIGN OFF-

SISA Information Security Pvt. Ltd.	Employee.
Signature:	Signature: DocuSigned by: Vishal Kumar 06800CDF9C7846E...
Dharshan Shanthamurthy	Vishal Kumar
Title: CEO	Title: Associate Consultant- Trainee
Date:	Date: 1/11/2022

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

SISA

Appointment Letter

Date: January 12th,2022

Mr. Vishal Kumar
House no 30, 2nd floor, Dr H Padma Priya House
Ponniamman Koil Street, Tambaram East, Selaiyur
Kanchipuram, Tamil Nadu - 600073

Dear Vishal,

Congratulations! Based on the interviews held, we are pleased to appoint you for the position of **Associate Consultant- Trainee** in CTS. Your Annual Gross Compensation will be **INR 400,000.58.** We are thankful to you for joining the company on **January 12th,2022.**

Your work location is at the below address:
SISA Information Security Pvt Ltd., SDC, #79, Road No-9, KIADB Devanahalli IT Park, Bangalore - 562149

SISA believes in a work culture that encourages "Values, Passion and Discipline".

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we have always believed in giving them the very best exposure, learning and growth that allow them to deliver results to their full potential. You can look forward to the same when you join us.

The annual compensation break-up and other terms and conditions of your service are attached with this letter.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential. Please sign on all pages and accept this letter and handover to the HR Team.

Yours truly,
For SISA Information Security Pvt. Ltd

(Authorized Signatory)

Name: Dharshan Shanthamurthy

Verifier Initial

DocuSigned by:
Vishal Kumar
06800CDF9C7846E...

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

SISA

Annual Compensation Break-up

Particulars	Monthly (in INR)	Total (in INR)	Payment Terms
Basic Salary	6,243.00	74,916.00	Payable monthly (Basic includes Basic Salary & DA)
Dearness Allowance	4,236.37	50,836.50	
House Rent Allowance	5,573.81	66,885.75	
Vehicle Allowance	2,083.33	25,000.00	
Leave Travel Allowance	4,944.16	59,329.95	
Broadband Allowance	1,000.00	12,000.00	
Special Allowance	2,898.87	34,786.50	
Fixed Pay	26,979.56	3,23,754.70	**Net Take home = Fixed minus Gross Deductions**
PF Employer Contribution	1,257.52	15,090.30	Payable Monthly by Company to Provident Fund Account as per the PF Act 1952 if applicable
ESI Employer Contribution	0.00	0.00	Payable Monthly by Company to ESI Account as per the ESI Act if applicable
Performance Linked Variable Pay		32,375.47	Role - Related component dependent on Individual performance against defined measurement criteria. Amount is payable quarterly / half yearly as per SGP.
Gross Pay		3,71,220.47	**Gross Pay will vary according to Performance**
Mobile Allowance	900.00	10,800.00	Mobile Connection will be provided by SISA. Any excess above the assigned limit will be deducted in Salary. No exceptions will be made.
Medical Insurance		12,000.00	Actual Premium paid annually by the company
Gratuity		6,045.79	This is an approximate amount and will be payable on completion of 5 years at the time of leaving the Organization.
Annual GCTC		400,000.58	**Annual Gross Cost to Company**

Verifier Initial

DocuSigned by:
Vishal Kumar
06800CDF9C7846E...

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

SISA

ANNEXURE-II
EMPLOYMENT TERMS & CONDITIONS v_2.7

Section A

1. Gross deduction includes Professional Tax, PF Employee Contribution, ESI Employee Contribution, Food Coupons, Mobile Deduction, Travel Advance not settled within the travel claim date, etc.
2. All payments are subjected to local tax laws.
3. Contribution for Provident Fund from employees will be deducted each month @12% on Rs. 15,000/- (Basic and DA for eligible employees).
4. Contribution for ESI from employees will be deducted each month @ 1.75% on Gross Salary (applicable if Gross Salary is equal or less than Rs. 21,000/- per month) and Employer Contribution of 4.75% on Gross Salary, which will be paid directly to ESI for benefit of employees.
5. Professional tax of Rs. 200 will be deducted as per Professional Tax laws and as per applicable slab.
6. Company will pay mobile bill for corporate mobile phone number and deduction will be made on excess usage from the Salary. Mobile allowance also includes rentals for data card (where eligible) that is compulsory as per the plan selected by the company.
7. HRA is tax-exempted on submission of Rent Receipts from Income tax (as per the calculation rules of income tax).
8. Please note that the Annual Compensation has been structured as per Income Tax Act.
9. An employee is not eligible to receive Performance Bonus during the Probation period.
10. Employees using the Office provided Transportation will be governed by the Transport Policy and the associated deductions.
11. Employee can avail the food coupons up to maximum of Rs. 2,500/- Per month against the Special Allowance

    **Exemption will vary every year as per the Income Tax Act passed in parliament every year*

12. Certification Reimbursement:
    During their tenure in SISA, if an employee achieves (successful attempt) technical certification like CISA/ CISSP/ CISM or role - related certifications which are pre- approved as per process, then the complete/partial cost of the examination will be reimbursed to the employee based on prior communication by HR team.
    If an employee is resigning within the HR communicated timelines, the complete cost of the training reimbursement would be recovered during separation process as CB 2.0 guideline terms.

13. **Medical Insurance: Employee is** covered under medical benefit scheme as mentioned below
    - Medical coverage up to Rs. 3,00,000/- Employee, Spouse, 2 dependent Children (upto 25 Years only), 2 dependent parents (upto 80 Years only)
    - Insurance coverage up to Rs. 5, 00,000/- for accidental death.

DocuSigned by:
Vishal Kumar
06800CDF9C7846E...

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

SISA

Section B

1. **SISA's Code of Conduct:** The Company looks forward to the application of the best of your skills and experience, while in service. In addition, it is a condition of this offer and your acceptance that your performance will be in accordance with SISA's Code of Conduct of "Values, Passion and Discipline" and Culture Codebook including observance of applicable legal requirements of each country in which the Company conducts business.

2. **SISA Work Hours:** SISA has multiple work shifts as listed below. You will be assigned to any of the above shifts based on your role assignment during your tenure. Please note that exigencies of work and customer commitments will override the above working days and timings and may also result in change in the shift

    a. India General Shift: 5 days a week (Monday – Friday) from 9.30 am to 6.30 pm
    b. India Support Shift: 6 days a week (Monday – Saturday) from 9.30 am to 6.30 pm
    c. AEC Shift: 5 days a week (Monday – Friday) from 4.00 PM to 1.00 AM
    d. Rest of Asia Shift: 5 days a week (Monday – Friday) from 6.30 am – 3.30 pm IST
    e. Middle East Shift: 5 days a week (Sunday – Thursday) from 9.30 am to 6.30 pm Bahrain Time

    You may be required to be flexible in working hours and work such additional hours as may be necessary for efficient performance of your duties. **No overtime payments** with respect to any hour worked by you outside normal business hours shall be payable to you.

3. **Training period:** Employees are required to undergo probation period that comprises of assessments, on the job training and on the job performance for first 20 weeks of joining. Confirmation of your employment is subject to successful completion of training during the probation period. In the eventuality that performance is found to be not satisfactory during training period, organization might choose to extend training period for another 1 month. If you resign during the training period, you will have to serve 15 days of notice period. If the Company terminates the employment, the Company will serve you a notice of 3 days. Notice timeline is subject to reporting manager and HR's discretion and consent.

4. **Employment Confirmation:** Your service will be confirmed after successful completion of training and passing the necessary measurement criteria laid out by your reporting authority. It is your responsibility to obtain documented measurement criteria from your reporting authority or HR team during the first week of your training period, which will be the basis for your confirmation.

5. **Service Agreement:** SISA will be imparting necessary on the job training to employees so that they can perform their roles and responsibilities as a part of employment. These trainings will be planned and conducted / facilitated by qualified professional within the organization. In consideration to such trainings, employees solemnly agree to serve SISA for a period of not less than:
    Two Years – for employee with less than 12 months of full-time experience before joining SISA
    This is effective from the Date of Joining / Employment Agreement sign- off(which ever is the later date). In case employee decides to leave organization before completion of applicable timeline, then a penalty of INR Three Lakh will be paid to employer as a part of separation process.

    In addition, SISA at its discretion may sponsor employee for PCI QSA/PCI ASV/PA QSA/P2PE QSA/VISA PCI PIN SA, or similar training. In consideration to such trainings, employees solemnly agree to serve SISA as per CB 2.0 guideline terms.

DocuSigned by:
Vishal Kumar
06800CDF9C7846E...

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

SISA

6. **Roles & Responsibilities**: Your role and general responsibilities shall be set forth at the beginning of your employment and shall include such further duties and responsibilities as company may delegate to you from time to time. You shall, during your employment with the company, devote your entire time, attention and ability to the business of the company.

7. **Joining costs / expenses:** All joining costs like travel and accommodation need to be arranged by you. SISA will not be responsible for the same. For remote on boarding, asset delivery will be managed by SISA.

8. **Notice Period:** After your training and during your tenure with SISA, either you or SISA can terminate the appointment by giving 3 months written notice. In cases where resigned employee requests for early relieving, upon SISA's discretion and business needs, it may waive off partially the requirement of 3 months written notice by you in lieu of deficit months' salary (Basic + DA).

   SISA may during your tenure of employment, deem you as a "critical resource" depending upon the business impact which your role has in the organization. In such cases, decision of notice period duration to be served would be approved based on the "SISA First" principle as per our Culture Codebook.

   You are not eligible to take any leave during notice period. If you availed any leaves during the notice period, it will be considered as a loss of pay and extension of your notice period.

9. **Transfer to other locations:** Your services may be transferred to any of our units in India or overseas to carry out any assignment arising out of the Company's business including transfers to any of its offices (or locations of its customers) in India or abroad on terms and conditions as applicable to such transfers. If this results in a change of your service conditions, the Company will issue you a prior communication of the same.

10. **Performance Review, Increments and Promotions:** Your performance and contribution to SISA will be given important consideration for quarterly performance appraisals, annual increments and promotions. No Performance Bonus will be paid out during the Probation period. All employees who are confirmed on or before the 1st day of the third month of the quarter are eligible to participate in that quarter's performance review process. An employee who exits the organization on or before the last day of the quarter will not be eligible for that quarter's performance review. You will be eligible for upcoming annual increment cycle only if you joined us on or before 31st August of every year. If you joined after 31st August, then you will be eligible for increment in the next financial year.

In cases where performance metrics are note met on a continued basis for a period of more than 4 weeks, SISA would guide the concerned employee through a metrics- driven Performance Improvement Plan. The outcome of this Plan will determine the future of employment within the company.

11. **Organization Policies & Processes**: All employees will be governed by the existing policies and processes within the organization and any changes will be communicated org-wide prior to the date of effect.

12. **SISA Leave Policy:** On satisfactory completion of your training / probation period (No Leaves are allowed during the training period), you are eligible to take **One-Day Leave (Sick Leave / Casual Leave) per month** till one year from the date of confirmation (calculated pro-rata) and **12 General Holidays** (festival and national holidays) as per the company policy. From the second and subsequent years, it will be 20 days of leaves that includes sick leave, casual leave and privilege leave calculated pro-rata. CL and SL are not entitled to be carried over to next year and shall lapse (except PL) at the end of calendar year.

DocuSigned by:
Vishal Kumar

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

SISA

13. **Personal Appearance:** Dress, grooming, and personal cleanliness standards contribute to the morale of all employees and affect the business image that the Company presents to the community. During business hours or when representing SISA, you are expected to present a clean, neat, and tasteful appearance. You should dress and groom yourself according to the requirements of your position and accepted social standards. Consult your colleague or boss if you have questions as to what constitutes appropriate appearance. Employees are advised to come in formals or semi-formals from Monday to Thursday and smart casuals on Fridays.

14. **Pre-employment Medical Certificate:** You are required to submit a medical certificate of fitness (in the format prescribed by SISA), which needs to verified by a registered medical practitioner having a minimum qualification of MBBS to the HR as part of the joining formalities.

15. **Background Check:** Your association with SISA will be subject to a background check in the line with SISA background check policy. A specially appointed agency will conduct internal and external background checks. Normally such checks are completed within 3 months of joining. If the employee exits the organization voluntarily within one year of being confirmed, the back ground verification expenses will be recovered from the full and final settlement. **If the background checks reveal unfavourable results, you will be liable for disciplinary action including termination of traineeship/service without notice.**

16. **Secondary employment and outside business ventures:** While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part–time basis; or offer your services with or without pay to any person, legal entity or public authority; or to be occupied in your own business without the prior written consent of the Company.

17. **Correctness of Information:** This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as **"null and void"** if any material error, in the management opinion, is discovered and/or due to non–disclosure of relevant information about you, to the company.

18. **Service rules:** You need to submit a valid address proof before your appointment. You are also required to intimate within 10 days of any shift of your address to this office. You are required to give us both your permanent and temporary address. For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

19. This agreement shall come into effect on the date of joining and shall remain in force until the termination of the agreement by either party. The company may terminate this agreement at any time by giving two month's written notice or salary in lieu thereof. You may terminate this agreement by a simple notice.

    19.1 Without prejudice to and notwithstanding the above, this agreement and your employment with the company hereunder may be terminated immediately by the company without any requirements of Prior notice, if at any time in the sole and absolution discretion of the company (Which decision shall be final and binding upon you):

    A. You commit any serious or repeated or continual breach of any of your obligation under this agreement or as set out in the policies and procedures of the company or,

    B. You are guilty of any misconduct or neglect in the discharge of your duties under this agreement, or

    C. By your actions or omissions, you bring the name or reputation of the company into serious disrepute or prejudice the interests of the business of the company, or

DocuSigned by:
Vishal Kumar
06800CDF9C7846E...

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

D. By your actions or omissions, these are grounds for the summary termination of your employment.

19.2 In the event of termination pursuant to Clause 19.1, the company shall not be obliged to make any payments to you except the amount of remuneration actually accrued, on a pro rata basis, up to and including the date of such termination. The company shall be entitled to deduct from such payments, any sums owing to the company from you, which deduction you expressly hereby consent and authorise. Termination of the agreement under this sub-clause would be without prejudice to:

A. The companies right to claim the actual damages it has suffered through the breach by you of any terms and conditions hereto, and

B. Any other relief to which the company may be entitled under contract, law or equity.

20. You shall not at any time, either during the continuance of, or after the termination of your employment with the company use, disclose or communicate to any person whatsoever any confidential information which you have or of which you may come to obtain or possess during your employment with the company nor shall you supply the names or addresses of any clients, customers, vendors or agents of the company to any person except as authorized by the company or as ordered by a court of competent jurisdiction.

21. Upon termination of your employment with the company, you shall immediately deliver to the company any desktops, laptops, tablets, phones and any other device provided by the company to you for the purpose of carrying out your duties, all copies of any and all materials and writings received from, created for, or belonging to the company including but not limited to, those which relate to or contains confidential information. You will not retain copies of any material in any form.

22. You shall, in addition to the terms and condition of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedures and policies as may be framed, amended or modified by the company from time to time. In the event of any conflict between the terms and conditions of employment, as specifically stated herein and the policies, the terms of this agreement shall prevail, unless notified otherwise.

23. **You shall not, during the term of your employment with the company, and for a period One year from the termination of such engagement, engage in or otherwise carry on, directly or indirectly any activity which is in competition with any business of the company. You further agree that during the term of your employment with the company, you shall not accept any position of consultancy, employment, and directorship or in any way become involved or engaged with any Competitive Business. A Competitor can be any PCI Qualified Security Assessor Company or any PCI Approved Scanning Vendor as listed on the PCI Standards Council Website on www.pcisecuritystandards.org and Security Operations Center which is into Consulting, Services, functions and Technical Advisory for Managed Detection and Response Services & SIEM Solutions, maintenance and other related functions to fulfil the Security Aspect of an Organisation present in India and Foreign jurisdictions. Employees will be Blacklisted (Untrustworthy Employees) in HR records and will be liable to pay a monetary damage if they fail to abide by such provisions.**

DocuSigned by:
Vishal Kumar
06800CDF9C7846E...

DocuSign Envelope ID: C87F1824-1727-4817-89B9-291294570B23

24. You shall at all times defend and indemnify the company, from and against any and all third party claims, damages, losses and expenses arising out of, or related to:
    A. Any illegal acts committed by you, and
    B. Gross negligence or wilful misconduct on your part, and
    C. Any breach of this agreement.

SIGN OFF-

SISA Information Security Pvt. Ltd.	Employee.	Vishal Kumar
Signature:	Signature:	DocuSigned by: Vishal Kumar 06800CDF9C7846E...
Title:	Title:	Associate Consultant-Trainee
Date:	Date:	1/11/2022

Botree Software
Unite Group Company

December 20, 2021

To

Mr. Jakkuva Harsha Ganesh
Bharath University

Sub: Internship cum Placement

Dear Harsha Ganesh

We are excited to offer you full time Internship, at Botree Software International Private Limited starting from **February 9, 2022 to July 9, 2022.**

Botree is a leader in Downstream Supply Chain Management, offering collaborative Sales, Marketing, Distribution and Supply Chain Solutions across the distribution network. Since inception in 1999, the company is uniquely positioned to deliver benefits of the integrated supply chain to the FMCG, Consumer Durables and Telecom industries. Today, Botree's solution connects more than 60,000+ distributors.

You shall devote your full efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability. You agree that you will be available full-time for this internship period of 6 months.

You shall not engage in any other employment, occupation or activity for any direct or indirect remuneration. You agree to enter into the Non Disclosure Agreement upon commencing internship hereunder. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it by email.

During the Internship you will be compensated with **INR 15,000** per month.

Post successful completion and based on your performance during internship and training you will be offered a placement with Botree.

Welcome to Botree Software, its going to be an exciting & rewarding journey. Looking forward to see you shine and grow with us.

For Botree Software International Private Limited

BASKAR

BASKAR
C=IN, O=Personal, T=7993,
OID.2.5.4.65=3521b9d27bea270a5a944681df36d7a609e96dcf485a5700d814afe39d16b5cf,
PostalCode=600068, S=Tamil Nadu,
SERIALNUMBER=2d568bdded752e363e3af9e10dd96c1d81c8493ab3c2cd8f128ce743fcaf537f, CN=BASKAR

Baskar M
Manager - HR

I accept the above offer and I am joining on _____ Signature: _____

08 March 2022

Talari Siva Koteswarao
Bharat Institute of science and technology, Khachipuram,
Chennai

Dear Talari Siva,

This is further to your project assignment in our organization as a part of your academic curriculum requirement with our design and development center at **Bangalore** from **08 March 2022 to 30 June 2022** under the following terms and conditions.

1. You will be paid all inclusive stipend of **Rs. 10,000/-** per month for the period of **4 Months and w.e.f. 08 March 2022 to 30 June 2022.**
2. During the period of assignment you shall administratively report to **Mr. Praveen Beedkar** and carry out all aspect of project assigned to you.
3. Information pertaining to the company's operations shall remain secret and safeguarded by you both during and after your tenure of assignment with us.
4. Breach of any of the above conditions will render you liable to termination of your assignment without notice.
5. The company is not obliged to offer you permanent employment on the completion of the assignment and you shall not be entitled to or can claim any benefits applicable to employees of the company.

Please sign the duplicate copy of this letter in token of your acceptance of the terms & conditions contained herein.
We wish you all success in your assignment.

Cordially,
for Tata Elxsi Limited,

Rajagopalan S.
Head – Human Resources

engineering creativity

TATA ELXSI
Registered Office **Tata Elxsi Limited** ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

08 March 2022

Subbagari Nagaraju
Bharat Institute of science and technology, Khachipuram,
Chennai

Dear Subbagari,

This is further to your project assignment in our organization as a part of your academic curriculum requirement with our design and development center at **Bangalore** from **08 March 2022 to 30 June 2022** under the following terms and conditions.

1. You will be paid all inclusive stipend of **Rs. 10,000/-** per month for the period of **4 Months and w.e.f. 08 March 2022 to 30 June 2022.**
2. During the period of assignment you shall administratively report to **Mr. Praveen Beedkar** and carry out all aspect of project assigned to you.
3. Information pertaining to the company's operations shall remain secret and safeguarded by you both during and after your tenure of assignment with us.
4. Breach of any of the above conditions will render you liable to termination of your assignment without notice.
5. The company is not obliged to offer you permanent employment on the completion of the assignment and you shall not be entitled to or can claim any benefits applicable to employees of the company.

Please sign the duplicate copy of this letter in token of your acceptance of the terms & conditions contained herein.
We wish you all success in your assignment.

Cordially,
for Tata Elxsi Limited,

Rajagopalan S.
Head – Human Resources

engineering creativity

TATA ELXSI
Registered Office **Tata Elxsi Limited** ITPB Road Whitefield Bangalore 560 048 India
Tel +91 80 2297 9123 Fax +91 80 2841 1474
www.tataelxsi.com
(CIN-L85110KA1989PLC009968)

Letter of Appointment

Ref. No: ICSL/Employee/5799BR/14681/August 18, 2022
Date : August 18, 2022

Adarsh U
D.no 344 ,SEZ colony,Mulapeta
East Godavari district
Andhra Pradesh
533448, India

Dear Adarsh U,

Congratulations! With reference to your application and subsequent discussions/interview you had with us, we are pleased to offer you the position of **Associate Software Engineer** with **Infinite Computer Solutions (India) Limited** ("Company" or "Infinite") on the following terms and conditions.

Date of Joining: You are requested to join us on or before **August 23, 2022**. In the event you are not able to join us on this specified date, the offer would stand withdrawn unless the extension of joining date is granted in writing. On the date of your joining, you are requested to meet the Joining Coordinator to complete the joining formalities at **Infinite Computer Solutions (India) Ltd. #157, EPIP Zone, PhaseII, Kundalahalli, Mahadevapura Post, Whitefield, Bangalore 560066**.

Salary (on Cost to Company): Your salary on a 'cost to the company (CTC) basis' will be as per the details herein enclosed under Annexure 1.

Tax Implications on Salary: You will be liable to pay all applicable taxes on your income as per the prevailing laws. You are individually responsible for all declarations and implications arising thereof for all personal Income Tax purposes.

Work Location: Your initial work location will be **Bangalore - Campus**. The work location can change based on the organizational requirements.

Notice Period: Your employment with the Company can be terminated either by the Company or by you by giving the other party **60 days** advance notice. You are required to carefully read the notice period clause in the Terms of Employment attached to this Letter of Appointment.

Your employment with Infinite will be governed by the attached Terms of Employment. You are required to read carefully and understand these Terms of Employment as a part of accepting this offer. As further detailed in the terms of employment the offer of your employment with Infinite is subject to satisfactory completion of background verification and reference checks which may occur at any time prior to or after your effective date of joining.

To indicate your acceptance of this offer and employment with Infinite, please submit a copy of this Letter of Appointment, Terms of Employment, Annexure 1 - Compensation, Annexure 2 – IFBP (If applicable) with your signature on each page. In addition, please provide all the documentation identified in Annexure 3.

We wish you exciting times and infinite possibilities with us and look forward to a mutually fruitful association

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Nitin Dipt Prakash
Vice President - Human Resources

Acknowledged and agreed

_____
Adarsh U
Date:

Terms of Employment

Your employment at Infinite Computer Solutions (India) Limited ("Company" or "Infinite") will be governed by Company's policies, as modified, from time to time and at the sole discretion of the company, upon notice to you. The Terms of Employment contained herein must be read as a part of Company's current policies.

Full Time Employment

This is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work/assignment for remuneration (part time or otherwise) or work on advisory capacity or be interested either directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the company without prior permission in writing or any such or similar engagement that would conflict with the business/ customer interest of Infinite.

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

Transfer and Deputation

Your services are liable to be transferred in such capacity as the Company may from time to time be determined by the business/ customer needs to any other location, department, establishment, sister company or branch of the company anywhere in the world, with/without any change in terms and conditions of employment at the sole discretion of the management. In such a case, you will be governed by the rules and service conditions applicable to new assignments and locations.

You may also be sent on training, deputation assignments to sister or associate companies or to third parties whether in India or abroad and are expected to participate in them

You will be governed by the rules and regulations in these regards as may be applicable to you from time to time.

Notice Period/ Termination of Employment

Your employment with the Company can be terminated either by the Company or by you by giving the other party specified days of advance notice (refer to the Letter of Appointment or recent communication to know your notice period days).

The responsibility of ensuring the completion of the knowledge transfer within the defined notice period lies with the employee, failing which the relieving date may be extended at the discretion of the management. The relieving date may also be extended incase the project is at a critical juncture.

If the Company relieves you before the completion of the notice period, the gross salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the gross salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.

Company may terminate your employment immediately, with or without notice and without compensation in lieu of notice period on the occurrence of your involvement in:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence, unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, bribe or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients;

(b) Misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceedings that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Any act of moral turpitude.

Consequences of Termination of Employment

Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return to the Company:

(a) Any property belonging to the Company, such as a laptop, computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

- Upon termination or expiration of your employment, for any reason, amounts due or payable, from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.
- Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion withhold the relieving letter and all other documents regarding your employment hereunder.
- In the event of you taking up an alternate employment, it is obligatory on your part, not to join any of Infinite's Client/Customer organizations, without a written consent from Infinite for a period of one year from the date of your separation.

Retirement

You will retire from the services of the Company on completion of 60 years. For this purpose the date of birth as declared in the date of birth proof submitted at the time of joining will be treated as final. You may be retired earlier if found medically unfit.

Background and Reference Check

The Letter of Appointment is issued on the understanding that all information/documents provided by you while joining (In the application / employee data form / during the interview) is true & are liable to be verified at any time during & after the period of your employment with the company. In the event, that any declaration been given or furnished by you to the company is proved to be false or found to have been willfully suppressed/ altered confidential proofs of evidence, your services with the company would be terminated. Termination of services on grounds of Background Verification will not be eligible for any notice period or compensation in lieu of notice period. The company at any time may choose to verify all your credentials as deemed necessary by the company and the client.

Technology and Confidentiality Agreement

You may be required to sign technology and confidentiality agreements with the Company or any other client as required at the time of joining and during the tenure with the company. You are required to adhere to all terms and conditions mentioned in the agreement

Confidential Information

You will not at any time without the consent of the Functional Head or any other nominated representative of the Company, disclose or divulge or make public except on legal obligations, any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors and/or clients. During the term of your employment and thereafter, you shall: (a) hold the Confidential Information in the strictest confidence; (b) not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you; (c) not disclose or divulge the Confidential Information to or for the benefit any third person or entity without the prior authorization of the Company; (d) give prompt notice to Company of any actual or attempted unauthorized use or disclosure of the Confidential Information.

Intellectual Property

You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, or other material which you conceive, discover or create during or in consequence of employment shall belong exclusively to the Company.

Indemnification

You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by you or related to your breach of any of the provisions contained in this Terms of Employment.

Conflict of Interest

During your employment with Infinite it is intended to avoid conflict between your interest as an employee and the interest of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company. Further, if any 'Conflict of Interest' does arise in future, you will promptly report the same in writing to the management immediately.

These Terms of Employment will be construed in accordance with and governed by the Laws of India. These Te rms of Employment, together with the Letter of Appointment (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter thereof.

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Nitin Dipt Prakash
Vice President - Human Resources

Please confirm that you have read, understood and agree to the above Terms of Employment by signing below

Signature: _____

Name: _____

Date: _____

Annexure – 1
Compensation Package for Adarsh U

Grade : E1

Components	Monthly	Yearly
Basic	15000.00	180000.00
House Rent Allowance	7500.00	90000.00
Educational Allowance	200.00	2400.00
Advance Statutory Bonus	3000.00	36000.00
Infinite Flexible Benefit Plan (IFBP *)	6773.17	81278.04
Leave Travel Allowance		7500.00
Annual Total Fixed Compensation (A)	**32473.17**	**397178.04**
PF (Employer Contribution)	1800.00	21600.00
GMC, GPA & GTL		22582.00
Gratuity		8640.00
Annual Total Benefits (B)		**52822.00**
Annual Total Compensation (A + B)		**450000.04**

*Please refer annexure 2 for IFBP details

- The Mediclaim insurance covers self, spouse, two children and parents from the date of joining of the employee.
- You will be eligible for gratuity as per the provisions of Gratuity Act 1972

Service Agreement : Your service agreement will be valid for 24 months. In case you decide to leave Infinite before the completion 24 months, you will be liable to pay and amount mentioned in the service Agreement. The content of the service agreement dated _____to be read as part and parcel of this document without prejudice to each other.

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Nitin Dipt Prakash
Vice President - Human Resources

Accepted on: …… /……. /…….

Signature:_____

Name: **Adarsh U**

Annexure - 2 (Grade E1 to E4)

Infinite Flexible Benefit Plan (IFBP): You can choose the amount against various components available under Infinite Flexible Benefit Plan (IFBP) depending on your grade and eligibility as per the policy. Rest of the amount becomes taxable income.

The eligibility for choosing the components from Infinite Flexible Benefit Plan (IFBP) according to the grade is as follows:

Grade	Meal Vouchers	NPS (Max)
E1 to E4	2,200/-	10% of the basic component

*The above mentioned amount is the maximum limit that can be opted under each category. Refer to the Compensation & Benefits Policy for more details

Meal Vouchers : The amount chosen against this will be loaded to the meal card on monthly basis.

National Pension Scheme (NPS): The amount chosen to contribute towards NPS needs to be a minimum of Rs. 6000/- along with registration and administrative charges per year with a maximum limit of 10% of your Annual Basic to an extent of 1lakh for Tax exemption under Section 80CCD (2)

Annexure – 3

Submission of Documents: You need to scan all the original documents and upload in the link provided to you by the offer team. At the time of joining, photocopy of the following documents should be submitted. Please carry original copies for verification.

1. SSLC/ 10th Mark Sheet
2. PUC/ PDC/ +2 Mark Sheet
3. Degree/ Graduation Certificate/ Convocation Certificate
4. Degree/ Graduation Marks cards (All Semesters or consolidated)
5. Post Graduation Certificate/ Convocation Certificate
6. Post Graduation Marks cards (All Semesters or consolidated)
7. Certificates of any other Qualification
8. Copy of Passport
9. Copy of PAN Card
10. Copy of Aadhar Card
11. Passport size photographs - 4
12. Relieving letter or Acceptance of resignation letter from the immediate previous employer or Hard copy of the resignation acceptance mail duly signed & sealed by the authorized signatory
13. Last 3 months pay slips- immediate previous employer
14. Copy of salary revision or the offer letter (whichever is latest) - immediate previous employer
15. Experience letter of all previous employments
16. Copy of updated resume

Please note: Joining formalities will not start if any of the applicable documents are missing on the day of joining.

Letter of Appointment

Ref. No: ICSL/Employee/5785BR/14681/August 18, 2022
Date : August 18, 2022

Dinesh Varma Puralasetty
D.no-26/1-433, society colony
Kannelur jammalamadugu
Kadapa dist
516434, India

Dear Dinesh Varma Puralasetty,

Congratulations! With reference to your application and subsequent discussions/interview you had with us, we are pleased to offer you the position of **Associate Software Engineer** with **Infinite Computer Solutions (India) Limited** ("Company" or "Infinite") on the following terms and conditions.

Date of Joining: You are requested to join us on or before **August 23, 2022**. In the event you are not able to join us on this specified date, the offer would stand withdrawn unless the extension of joining date is granted in writing. On the date of your joining, you are requested to meet the Joining Coordinator to complete the joining formalities at **Infinite Computer Solutions (India) Ltd. #157, EPIP Zone, PhaseII, Kundalahalli, Mahadevapura Post, Whitefield, Bangalore 560066**.

Salary (on Cost to Company): Your salary on a 'cost to the company (CTC) basis' will be as per the details herein enclosed under Annexure 1.

Tax Implications on Salary: You will be liable to pay all applicable taxes on your income as per the prevailing laws. You are individually responsible for all declarations and implications arising thereof for all personal Income Tax purposes.

Work Location: Your initial work location will be **Bangalore - Campus**. The work location can change based on the organizational requirements.

Notice Period: Your employment with the Company can be terminated either by the Company or by you by giving the other party **60 days** advance notice. You are required to carefully read the notice period clause in the Terms of Employment attached to this Letter of Appointment.

Your employment with Infinite will be governed by the attached Terms of Employment. You are required to read carefully and understand these Terms of Employment as a part of accepting this offer. As further detailed in the terms of employment the offer of your employment with Infinite is subject to satisfactory completion of background verification and reference checks which may occur at any time prior to or after your effective date of joining.

To indicate your acceptance of this offer and employment with Infinite, please submit a copy of this Letter of Appointment, Terms of Employment, Annexure 1 - Compensation, Annexure 2 – IFBP (If applicable) with your signature on each page. In addition, please provide all the documentation identified in Annexure 3.

We wish you exciting times and infinite possibilities with us and look forward to a mutually fruitful association

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Nitin Dipt Prakash
Vice President - Human Resources

Acknowledged and agreed

_____
Dinesh Varma Puralasetty
Date:

Terms of Employment

Your employment at Infinite Computer Solutions (India) Limited ("Company" or "Infinite") will be governed by Company's policies, as modified, from time to time and at the sole discretion of the company, upon notice to you. The Terms of Employment contained herein must be read as a part of Company's current policies.

Full Time Employment

This is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work/assignment for remuneration (part time or otherwise) or work on advisory capacity or be interested either directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the company without prior permission in writing or any such or similar engagement that would conflict with the business/ customer interest of Infinite.

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

Transfer and Deputation

Your services are liable to be transferred in such capacity as the Company may from time to time be determined by the business/ customer needs to any other location, department, establishment, sister company or branch of the company anywhere in the world, with/without any change in terms and conditions of employment at the sole discretion of the management. In such a case, you will be governed by the rules and service conditions applicable to new assignments and locations.

You may also be sent on training, deputation assignments to sister or associate companies or to third parties whether in India or abroad and are expected to participate in them

You will be governed by the rules and regulations in these regards as may be applicable to you from time to time.

Notice Period/ Termination of Employment

Your employment with the Company can be terminated either by the Company or by you by giving the other party specified days of advance notice (refer to the Letter of Appointment or recent communication to know your notice period days).

The responsibility of ensuring the completion of the knowledge transfer within the defined notice period lies with the employee, failing which the relieving date may be extended at the discretion of the management. The relieving date may also be extended incase the project is at a critical juncture.

If the Company relieves you before the completion of the notice period, the gross salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the gross salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.

Company may terminate your employment immediately, with or without notice and without compensation in lieu of notice period on the occurrence of your involvement in:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence, unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, bribe or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients;

(b) Misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceedings that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Any act of moral turpitude.

Consequences of Termination of Employment

Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return to the Company:

(a) Any property belonging to the Company, such as a laptop, computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

- Upon termination or expiration of your employment, for any reason, amounts due or payable, from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.
- Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion withhold the relieving letter and all other documents regarding your employment hereunder.
- In the event of you taking up an alternate employment, it is obligatory on your part, not to join any of Infinite's Client/Customer organizations, without a written consent from Infinite for a period of one year from the date of your separation.

Retirement

You will retire from the services of the Company on completion of 60 years. For this purpose the date of birth as declared in the date of birth proof submitted at the time of joining will be treated as final. You may be retired earlier if found medically unfit.

Background and Reference Check

The Letter of Appointment is issued on the understanding that all information/documents provided by you while joining (In the application / employee data form / during the interview) is true & are liable to be verified at any time during & after the period of your employment with the company. In the event, that any declaration been given or furnished by you to the company is proved to be false or found to have been willfully suppressed/ altered confidential proofs of evidence, your services with the company would be terminated. Termination of services on grounds of Background Verification will not be eligible for any notice period or compensation in lieu of notice period. The company at any time may choose to verify all your credentials as deemed necessary by the company and the client.

Technology and Confidentiality Agreement

You may be required to sign technology and confidentiality agreements with the Company or any other client as required at the time of joining and during the tenure with the company. You are required to adhere to all terms and conditions mentioned in the agreement

Confidential Information

You will not at any time without the consent of the Functional Head or any other nominated representative of the Company, disclose or divulge or make public except on legal obligations, any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors and/or clients. During the term of your employment and thereafter, you shall: (a) hold the Confidential Information in the strictest confidence; (b) not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you; (c) not disclose or divulge the Confidential Information to or for the benefit any third person or entity without the prior authorization of the Company; (d) give prompt notice to Company of any actual or attempted unauthorized use or disclosure of the Confidential Information.

Intellectual Property

You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, or other material which you conceive, discover or create during or in consequence of employment shall belong exclusively to the Company.

Indemnification

You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by you or related to your breach of any of the provisions contained in this Terms of Employment.

Conflict of Interest

During your employment with Infinite it is intended to avoid conflict between your interest as an employee and the interest of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company. Further, if any 'Conflict of Interest' does arise in future, you will promptly report the same in writing to the management immediately.

These Terms of Employment will be construed in accordance with and governed by the Laws of India. These Te rms of Employment, together with the Letter of Appointment (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter thereof.

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Nitin Dipt Prakash
Vice President - Human Resources

Please confirm that you have read, understood and agree to the above Terms of Employment by signing below

Signature: _____

Name: _____

Date: _____

Annexure – 1
Compensation Package for Dinesh Varma Puralasetty

Grade : E1

Components	Monthly	Yearly
Basic	15000.00	180000.00
House Rent Allowance	7500.00	90000.00
Educational Allowance	200.00	2400.00
Advance Statutory Bonus	3000.00	36000.00
Infinite Flexible Benefit Plan (IFBP *)	6773.17	81278.04
Leave Travel Allowance		7500.00
Annual Total Fixed Compensation (A)	**32473.17**	**397178.04**
PF (Employer Contribution)	1800.00	21600.00
GMC, GPA & GTL		22582.00
Gratuity		8640.00
Annual Total Benefits (B)		**52822.00**
Annual Total Compensation (A + B)		**450000.04**

*Please refer annexure 2 for IFBP details

- The Mediclaim insurance covers self, spouse, two children and parents from the date of joining of the employee.
- You will be eligible for gratuity as per the provisions of Gratuity Act 1972

Service Agreement : Your service agreement will be valid for 24 months. In case you decide to leave Infinite before the completion 24 months, you will be liable to pay and amount mentioned in the service Agreement. The content of the service agreement dated _____to be read as part and parcel of this document without prejudice to each other.

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Nitin Dipt Prakash
Vice President - Human Resources

Accepted on: …… /……. /…….

Signature:_____

Name: **Dinesh Varma Puralasetty**

Annexure - 2 (Grade E1 to E4)

Infinite Flexible Benefit Plan (IFBP): You can choose the amount against various components available under Infinite Flexible Benefit Plan (IFBP) depending on your grade and eligibility as per the policy. Rest of the amount becomes taxable income.

The eligibility for choosing the components from Infinite Flexible Benefit Plan (IFBP) according to the grade is as follows:

Grade	Meal Vouchers	NPS (Max)
E1 to E4	2,200/-	10% of the basic component

*The above mentioned amount is the maximum limit that can be opted under each category. Refer to the Compensation & Benefits Policy for more details

Meal Vouchers : The amount chosen against this will be loaded to the meal card on monthly basis.

National Pension Scheme (NPS): The amount chosen to contribute towards NPS needs to be a minimum of Rs. 6000/- along with registration and administrative charges per year with a maximum limit of 10% of your Annual Basic to an extent of 1lakh for Tax exemption under Section 80CCD (2)

Annexure – 3

Submission of Documents: You need to scan all the original documents and upload in the link provided to you by the offer team. At the time of joining, photocopy of the following documents should be submitted. Please carry original copies for verification.

1. SSLC/ 10th Mark Sheet
2. PUC/ PDC/ +2 Mark Sheet
3. Degree/ Graduation Certificate/ Convocation Certificate
4. Degree/ Graduation Marks cards (All Semesters or consolidated)
5. Post Graduation Certificate/ Convocation Certificate
6. Post Graduation Marks cards (All Semesters or consolidated)
7. Certificates of any other Qualification
8. Copy of Passport
9. Copy of PAN Card
10. Copy of Aadhar Card
11. Passport size photographs - 4
12. Relieving letter or Acceptance of resignation letter from the immediate previous employer or Hard copy of the resignation acceptance mail duly signed & sealed by the authorized signatory
13. Last 3 months pay slips- immediate previous employer
14. Copy of salary revision or the offer letter (whichever is latest) - immediate previous employer
15. Experience letter of all previous employments
16. Copy of updated resume

Please note: Joining formalities will not start if any of the applicable documents are missing on the day of joining.

Letter of Appointment

Ref. No: ICSL/Employee/5789BR/14686/August 18, 2022
Date : August 18, 2022

M Praneeth Shalom Raj
70-11-52a/2,Srinivasa Nagar
Patamata
Vijayawada
520010, India

Dear M Praneeth Shalom Raj,

Congratulations! With reference to your application and subsequent discussions/interview you had with us, we are pleased to offer you the position of **Associate Software Engineer** with **Infinite Computer Solutions (India) Limited** ("Company" or "Infinite") on the following terms and conditions.

Date of Joining: You are requested to join us on or before **August 23, 2022**. In the event you are not able to join us on this specified date, the offer would stand withdrawn unless the extension of joining date is granted in writing. On the date of your joining, you are requested to meet the Joining Coordinator to complete the joining formalities at **Infinite Computer Solutions (India) Ltd. #157, EPIP Zone, PhaseII, Kundalahalli, Mahadevapura Post, Whitefield, Bangalore 560066**.

Salary (on Cost to Company): Your salary on a 'cost to the company (CTC) basis' will be as per the details herein enclosed under Annexure 1.

Tax Implications on Salary: You will be liable to pay all applicable taxes on your income as per the prevailing laws. You are individually responsible for all declarations and implications arising thereof for all personal Income Tax purposes.

Work Location: Your initial work location will be **Bangalore - Campus**. The work location can change based on the organizational requirements.

Notice Period: Your employment with the Company can be terminated either by the Company or by you by giving the other party **60 days** advance notice. You are required to carefully read the notice period clause in the Terms of Employment attached to this Letter of Appointment.

Your employment with Infinite will be governed by the attached Terms of Employment. You are required to read carefully and understand these Terms of Employment as a part of accepting this offer. As further detailed in the terms of employment the offer of your employment with Infinite is subject to satisfactory completion of background verification and reference checks which may occur at any time prior to or after your effective date of joining.

To indicate your acceptance of this offer and employment with Infinite, please submit a copy of this Letter of Appointment, Terms of Employment, Annexure 1 - Compensation, Annexure 2 – IFBP (If applicable) with your signature on each page. In addition, please provide all the documentation identified in Annexure 3.

We wish you exciting times and infinite possibilities with us and look forward to a mutually fruitful association

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Nitin Dipt Prakash
Vice President - Human Resources

Acknowledged and agreed

_____
M Praneeth Shalom Raj
Date:

Terms of Employment

Your employment at Infinite Computer Solutions (India) Limited ("Company" or "Infinite") will be governed by Company's policies, as modified, from time to time and at the sole discretion of the company, upon notice to you. The Terms of Employment contained herein must be read as a part of Company's current policies.

Full Time Employment

This is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work/assignment for remuneration (part time or otherwise) or work on advisory capacity or be interested either directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the company without prior permission in writing or any such or similar engagement that would conflict with the business/ customer interest of Infinite.

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

Transfer and Deputation

Your services are liable to be transferred in such capacity as the Company may from time to time be determined by the business/ customer needs to any other location, department, establishment, sister company or branch of the company anywhere in the world, with/without any change in terms and conditions of employment at the sole discretion of the management. In such a case, you will be governed by the rules and service conditions applicable to new assignments and locations.

You may also be sent on training, deputation assignments to sister or associate companies or to third parties whether in India or abroad and are expected to participate in them

You will be governed by the rules and regulations in these regards as may be applicable to you from time to time.

Notice Period/ Termination of Employment

Your employment with the Company can be terminated either by the Company or by you by giving the other party specified days of advance notice (refer to the Letter of Appointment or recent communication to know your notice period days).

The responsibility of ensuring the completion of the knowledge transfer within the defined notice period lies with the employee, failing which the relieving date may be extended at the discretion of the management. The relieving date may also be extended incase the project is at a critical juncture.

If the Company relieves you before the completion of the notice period, the gross salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the gross salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.

Company may terminate your employment immediately, with or without notice and without compensation in lieu of notice period on the occurrence of your involvement in:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence, unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, bribe or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients;

(b) Misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceedings that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Any act of moral turpitude.

Consequences of Termination of Employment

Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return to the Company:

(a) Any property belonging to the Company, such as a laptop, computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

- Upon termination or expiration of your employment, for any reason, amounts due or payable, from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.
- Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion withhold the relieving letter and all other documents regarding your employment hereunder.
- In the event of you taking up an alternate employment, it is obligatory on your part, not to join any of Infinite's Client/Customer organizations, without a written consent from Infinite for a period of one year from the date of your separation.

Retirement

You will retire from the services of the Company on completion of 60 years. For this purpose the date of birth as declared in the date of birth proof submitted at the time of joining will be treated as final. You may be retired earlier if found medically unfit.

Background and Reference Check

The Letter of Appointment is issued on the understanding that all information/documents provided by you while joining (In the application / employee data form / during the interview) is true & are liable to be verified at any time during & after the period of your employment with the company. In the event, that any declaration been given or furnished by you to the company is proved to be false or found to have been willfully suppressed/ altered confidential proofs of evidence, your services with the company would be terminated. Termination of services on grounds of Background Verification will not be eligible for any notice period or compensation in lieu of notice period. The company at any time may choose to verify all your credentials as deemed necessary by the company and the client.

Technology and Confidentiality Agreement

You may be required to sign technology and confidentiality agreements with the Company or any other client as required at the time of joining and during the tenure with the company. You are required to adhere to all terms and conditions mentioned in the agreement

Confidential Information

You will not at any time without the consent of the Functional Head or any other nominated representative of the Company, disclose or divulge or make public except on legal obligations, any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors and/or clients. During the term of your employment and thereafter, you shall: (a) hold the Confidential Information in the strictest confidence; (b) not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you; (c) not disclose or divulge the Confidential Information to or for the benefit any third person or entity without the prior authorization of the Company; (d) give prompt notice to Company of any actual or attempted unauthorized use or disclosure of the Confidential Information.

Intellectual Property

You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, or other material which you conceive, discover or create during or in consequence of employment shall belong exclusively to the Company.

Indemnification

You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by you or related to your breach of any of the provisions contained in this Terms of Employment.

Conflict of Interest

During your employment with Infinite it is intended to avoid conflict between your interest as an employee and the interest of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company. Further, if any 'Conflict of Interest' does arise in future, you will promptly report the same in writing to the management immediately.

These Terms of Employment will be construed in accordance with and governed by the Laws of India. These Te rms of Employment, together with the Letter of Appointment (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter thereof.

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Nitin Dipt Prakash
Vice President - Human Resources

Please confirm that you have read, understood and agree to the above Terms of Employment by signing below

Signature: _____

Name: _____

Date: _____

Annexure – 1
Compensation Package for M Praneeth Shalom Raj

Grade : E1

Components	Monthly	Yearly
Basic	15000.00	180000.00
House Rent Allowance	7500.00	90000.00
Educational Allowance	200.00	2400.00
Advance Statutory Bonus	3000.00	36000.00
Infinite Flexible Benefit Plan (IFBP *)	6773.17	81278.04
Leave Travel Allowance		7500.00
Annual Total Fixed Compensation (A)	**32473.17**	**397178.04**
PF (Employer Contribution)	1800.00	21600.00
GMC, GPA & GTL		22582.00
Gratuity		8640.00
Annual Total Benefits (B)		**52822.00**
Annual Total Compensation (A + B)		**450000.04**

*Please refer annexure 2 for IFBP details

- The Mediclaim insurance covers self, spouse, two children and parents from the date of joining of the employee.
- You will be eligible for gratuity as per the provisions of Gratuity Act 1972

Service Agreement : Your service agreement will be valid for 24 months. In case you decide to leave Infinite before the completion 24 months, you will be liable to pay and amount mentioned in the service Agreement. The content of the service agreement dated _____to be read as part and parcel of this document without prejudice to each other.

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Nitin Dipt Prakash
Vice President - Human Resources

Accepted on: …… /……. /…….

Signature:_____

Name: **M Praneeth Shalom Raj**

Annexure - 2 (Grade E1 to E4)

Infinite Flexible Benefit Plan (IFBP): You can choose the amount against various components available under Infinite Flexible Benefit Plan (IFBP) depending on your grade and eligibility as per the policy. Rest of the amount becomes taxable income.

The eligibility for choosing the components from Infinite Flexible Benefit Plan (IFBP) according to the grade is as follows:

Grade	Meal Vouchers	NPS (Max)
E1 to E4	2,200/-	10% of the basic component

*The above mentioned amount is the maximum limit that can be opted under each category. Refer to the Compensation & Benefits Policy for more details

Meal Vouchers : The amount chosen against this will be loaded to the meal card on monthly basis.

National Pension Scheme (NPS): The amount chosen to contribute towards NPS needs to be a minimum of Rs. 6000/- along with registration and administrative charges per year with a maximum limit of 10% of your Annual Basic to an extent of 1lakh for Tax exemption under Section 80CCD (2)

Annexure – 3

Submission of Documents: You need to scan all the original documents and upload in the link provided to you by the offer team. At the time of joining, photocopy of the following documents should be submitted. Please carry original copies for verification.

1. SSLC/ 10th Mark Sheet
2. PUC/ PDC/ +2 Mark Sheet
3. Degree/ Graduation Certificate/ Convocation Certificate
4. Degree/ Graduation Marks cards (All Semesters or consolidated)
5. Post Graduation Certificate/ Convocation Certificate
6. Post Graduation Marks cards (All Semesters or consolidated)
7. Certificates of any other Qualification
8. Copy of Passport
9. Copy of PAN Card
10. Copy of Aadhar Card
11. Passport size photographs - 4
12. Relieving letter or Acceptance of resignation letter from the immediate previous employer or Hard copy of the resignation acceptance mail duly signed & sealed by the authorized signatory
13. Last 3 months pay slips- immediate previous employer
14. Copy of salary revision or the offer letter (whichever is latest) - immediate previous employer
15. Experience letter of all previous employments
16. Copy of updated resume

Please note: Joining formalities will not start if any of the applicable documents are missing on the day of joining.

Letter of Appointment

Ref. No: ICSL/Employee/5789BR/14688/August 18, 2022
Date : August 18, 2022

Mekiri Jagadeesh
D.no 6/421, vidya nagar 1
Opposite old sadhana school
Guntakal
515801, India

Dear Mekiri Jagadeesh,

Congratulations! With reference to your application and subsequent discussions/interview you had with us, we are pleased to offer you the position of **Associate Software Engineer** with **Infinite Computer Solutions (India) Limited** ("Company" or "Infinite") on the following terms and conditions.

Date of Joining: You are requested to join us on or before **August 23, 2022**. In the event you are not able to join us on this specified date, the offer would stand withdrawn unless the extension of joining date is granted in writing. On the date of your joining, you are requested to meet the Joining Coordinator to complete the joining formalities at **Infinite Computer Solutions (India) Ltd. #157, EPIP Zone, PhaseII, Kundalahalli, Mahadevapura Post, Whitefield, Bangalore 560066**.

Salary (on Cost to Company): Your salary on a 'cost to the company (CTC) basis' will be as per the details herein enclosed under Annexure 1.

Tax Implications on Salary: You will be liable to pay all applicable taxes on your income as per the prevailing laws. You are individually responsible for all declarations and implications arising thereof for all personal Income Tax purposes.

Work Location: Your initial work location will be **Bangalore - Campus**. The work location can change based on the organizational requirements.

Notice Period: Your employment with the Company can be terminated either by the Company or by you by giving the other party **60 days** advance notice. You are required to carefully read the notice period clause in the Terms of Employment attached to this Letter of Appointment.

Your employment with Infinite will be governed by the attached Terms of Employment. You are required to read carefully and understand these Terms of Employment as a part of accepting this offer. As further detailed in the terms of employment the offer of your employment with Infinite is subject to satisfactory completion of background verification and reference checks which may occur at any time prior to or after your effective date of joining.

To indicate your acceptance of this offer and employment with Infinite, please submit a copy of this Letter of Appointment, Terms of Employment, Annexure 1 - Compensation, Annexure 2 – IFBP (If applicable) with your signature on each page. In addition, please provide all the documentation identified in Annexure 3.

We wish you exciting times and infinite possibilities with us and look forward to a mutually fruitful association

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Nitin Dipt Prakash
Vice President - Human Resources

Acknowledged and agreed

_____
Mekiri Jagadeesh
Date:

Terms of Employment

Your employment at Infinite Computer Solutions (India) Limited ("Company" or "Infinite") will be governed by Company's policies, as modified, from time to time and at the sole discretion of the company, upon notice to you. The Terms of Employment contained herein must be read as a part of Company's current policies.

Full Time Employment

This is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work/assignment for remuneration (part time or otherwise) or work on advisory capacity or be interested either directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the company without prior permission in writing or any such or similar engagement that would conflict with the business/ customer interest of Infinite.

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

Transfer and Deputation

Your services are liable to be transferred in such capacity as the Company may from time to time be determined by the business/ customer needs to any other location, department, establishment, sister company or branch of the company anywhere in the world, with/without any change in terms and conditions of employment at the sole discretion of the management. In such a case, you will be governed by the rules and service conditions applicable to new assignments and locations.

You may also be sent on training, deputation assignments to sister or associate companies or to third parties whether in India or abroad and are expected to participate in them

You will be governed by the rules and regulations in these regards as may be applicable to you from time to time.

Notice Period/ Termination of Employment

Your employment with the Company can be terminated either by the Company or by you by giving the other party specified days of advance notice (refer to the Letter of Appointment or recent communication to know your notice period days).

The responsibility of ensuring the completion of the knowledge transfer within the defined notice period lies with the employee, failing which the relieving date may be extended at the discretion of the management. The relieving date may also be extended incase the project is at a critical juncture.

If the Company relieves you before the completion of the notice period, the gross salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the gross salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.

Company may terminate your employment immediately, with or without notice and without compensation in lieu of notice period on the occurrence of your involvement in:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence, unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, bribe or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients;

(b) Misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceedings that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Any act of moral turpitude.

Consequences of Termination of Employment

Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return to the Company:

(a) Any property belonging to the Company, such as a laptop, computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

- Upon termination or expiration of your employment, for any reason, amounts due or payable, from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.
- Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion withhold the relieving letter and all other documents regarding your employment hereunder.
- In the event of you taking up an alternate employment, it is obligatory on your part, not to join any of Infinite's Client/Customer organizations, without a written consent from Infinite for a period of one year from the date of your separation.

Retirement

You will retire from the services of the Company on completion of 60 years. For this purpose the date of birth as declared in the date of birth proof submitted at the time of joining will be treated as final. You may be retired earlier if found medically unfit.

Background and Reference Check

The Letter of Appointment is issued on the understanding that all information/documents provided by you while joining (In the application / employee data form / during the interview) is true & are liable to be verified at any time during & after the period of your employment with the company. In the event, that any declaration been given or furnished by you to the company is proved to be false or found to have been willfully suppressed/ altered confidential proofs of evidence, your services with the company would be terminated. Termination of services on grounds of Background Verification will not be eligible for any notice period or compensation in lieu of notice period. The company at any time may choose to verify all your credentials as deemed necessary by the company and the client.

Technology and Confidentiality Agreement

You may be required to sign technology and confidentiality agreements with the Company or any other client as required at the time of joining and during the tenure with the company. You are required to adhere to all terms and conditions mentioned in the agreement

Confidential Information

You will not at any time without the consent of the Functional Head or any other nominated representative of the Company, disclose or divulge or make public except on legal obligations, any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors and/or clients. During the term of your employment and thereafter, you shall: (a) hold the Confidential Information in the strictest confidence; (b) not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you; (c) not disclose or divulge the Confidential Information to or for the benefit any third person or entity without the prior authorization of the Company; (d) give prompt notice to Company of any actual or attempted unauthorized use or disclosure of the Confidential Information.

Intellectual Property

You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, or other material which you conceive, discover or create during or in consequence of employment shall belong exclusively to the Company.

Indemnification

You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by you or related to your breach of any of the provisions contained in this Terms of Employment.

Conflict of Interest

During your employment with Infinite it is intended to avoid conflict between your interest as an employee and the interest of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company. Further, if any 'Conflict of Interest' does arise in future, you will promptly report the same in writing to the management immediately.

These Terms of Employment will be construed in accordance with and governed by the Laws of India. These Te rms of Employment, together with the Letter of Appointment (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter thereof.

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Nitin Dipt Prakash
Vice President - Human Resources

Please confirm that you have read, understood and agree to the above Terms of Employment by signing below

Signature: _____

Name: _____

Date: _____

Annexure – 1
Compensation Package for Mekiri Jagadeesh

Grade : E1

Components	Monthly	Yearly
Basic	15000.00	180000.00
House Rent Allowance	7500.00	90000.00
Educational Allowance	200.00	2400.00
Advance Statutory Bonus	3000.00	36000.00
Infinite Flexible Benefit Plan (IFBP *)	6773.17	81278.04
Leave Travel Allowance		7500.00
Annual Total Fixed Compensation (A)	**32473.17**	**397178.04**
PF (Employer Contribution)	1800.00	21600.00
GMC, GPA & GTL		22582.00
Gratuity		8640.00
Annual Total Benefits (B)		**52822.00**
Annual Total Compensation (A + B)		**450000.04**

*Please refer annexure 2 for IFBP details

- The Mediclaim insurance covers self, spouse, two children and parents from the date of joining of the employee.
- You will be eligible for gratuity as per the provisions of Gratuity Act 1972

Service Agreement : Your service agreement will be valid for 24 months. In case you decide to leave Infinite before the completion 24 months, you will be liable to pay and amount mentioned in the service Agreement. The content of the service agreement dated _____to be read as part and parcel of this document without prejudice to each other.

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Nitin Dipt Prakash
Vice President - Human Resources

Accepted on: …… /……. /…….

Signature:_____

Name: **Mekiri Jagadeesh**

Annexure - 2 (Grade E1 to E4)

Infinite Flexible Benefit Plan (IFBP): You can choose the amount against various components available under Infinite Flexible Benefit Plan (IFBP) depending on your grade and eligibility as per the policy. Rest of the amount becomes taxable income.

The eligibility for choosing the components from Infinite Flexible Benefit Plan (IFBP) according to the grade is as follows:

Grade	Meal Vouchers	NPS (Max)
E1 to E4	2,200/-	10% of the basic component

*The above mentioned amount is the maximum limit that can be opted under each category. Refer to the Compensation & Benefits Policy for more details

Meal Vouchers : The amount chosen against this will be loaded to the meal card on monthly basis.

National Pension Scheme (NPS): The amount chosen to contribute towards NPS needs to be a minimum of Rs. 6000/- along with registration and administrative charges per year with a maximum limit of 10% of your Annual Basic to an extent of 1lakh for Tax exemption under Section 80CCD (2)

Annexure – 3

Submission of Documents: You need to scan all the original documents and upload in the link provided to you by the offer team. At the time of joining, photocopy of the following documents should be submitted. Please carry original copies for verification.

1. SSLC/ 10th Mark Sheet
2. PUC/ PDC/ +2 Mark Sheet
3. Degree/ Graduation Certificate/ Convocation Certificate
4. Degree/ Graduation Marks cards (All Semesters or consolidated)
5. Post Graduation Certificate/ Convocation Certificate
6. Post Graduation Marks cards (All Semesters or consolidated)
7. Certificates of any other Qualification
8. Copy of Passport
9. Copy of PAN Card
10. Copy of Aadhar Card
11. Passport size photographs - 4
12. Relieving letter or Acceptance of resignation letter from the immediate previous employer or Hard copy of the resignation acceptance mail duly signed & sealed by the authorized signatory
13. Last 3 months pay slips- immediate previous employer
14. Copy of salary revision or the offer letter (whichever is latest) - immediate previous employer
15. Experience letter of all previous employments
16. Copy of updated resume

Please note: Joining formalities will not start if any of the applicable documents are missing on the day of joining.

Letter of Appointment

Ref. No: ICSL/Employee/5899BR/14680/August 18, 2022
Date : August 18, 2022

Uppu Sambasiva Rao
7-104, Abbinenigunta palem, pedanandipadu
(mdl), Guntur
Andhra Pradesh
522015, India

Dear Uppu Sambasiva Rao,

Congratulations! With reference to your application and subsequent discussions/interview you had with us, we are pleased to offer you the position of **Associate Software Engineer** with **Infinite Computer Solutions (India) Limited** ("Company" or "Infinite") on the following terms and conditions.

Date of Joining: You are requested to join us on or before **August 23, 2022**. In the event you are not able to join us on this specified date, the offer would stand withdrawn unless the extension of joining date is granted in writing. On the date of your joining, you are requested to meet the Joining Coordinator to complete the joining formalities at **Infinite Computer Solutions (India) Ltd. #157, EPIP Zone, PhaseII, Kundalahalli, Mahadevapura Post, Whitefield, Bangalore 560066**.

Salary (on Cost to Company): Your salary on a 'cost to the company (CTC) basis' will be as per the details herein enclosed under Annexure 1.

Tax Implications on Salary: You will be liable to pay all applicable taxes on your income as per the prevailing laws. You are individually responsible for all declarations and implications arising thereof for all personal Income Tax purposes.

Work Location: Your initial work location will be **Bangalore - Campus**. The work location can change based on the organizational requirements.

Notice Period: Your employment with the Company can be terminated either by the Company or by you by giving the other party **60 days** advance notice. You are required to carefully read the notice period clause in the Terms of Employment attached to this Letter of Appointment.

Your employment with Infinite will be governed by the attached Terms of Employment. You are required to read carefully and understand these Terms of Employment as a part of accepting this offer. As further detailed in the terms of employment the offer of your employment with Infinite is subject to satisfactory completion of background verification and reference checks which may occur at any time prior to or after your effective date of joining.

To indicate your acceptance of this offer and employment with Infinite, please submit a copy of this Letter of Appointment, Terms of Employment, Annexure 1 - Compensation, Annexure 2 – IFBP (If applicable) with your signature on each page. In addition, please provide all the documentation identified in Annexure 3.

We wish you exciting times and infinite possibilities with us and look forward to a mutually fruitful association

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Nitin Dipt Prakash
Vice President - Human Resources

Acknowledged and agreed

Uppu Sambasiva Rao
Date:

Terms of Employment

Your employment at Infinite Computer Solutions (India) Limited ("Company" or "Infinite") will be governed by Company's policies, as modified, from time to time and at the sole discretion of the company, upon notice to you. The Terms of Employment contained herein must be read as a part of Company's current policies.

Full Time Employment

This is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work/assignment for remuneration (part time or otherwise) or work on advisory capacity or be interested either directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the company without prior permission in writing or any such or similar engagement that would conflict with the business/ customer interest of Infinite.

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

Transfer and Deputation

Your services are liable to be transferred in such capacity as the Company may from time to time be determined by the business/ customer needs to any other location, department, establishment, sister company or branch of the company anywhere in the world, with/without any change in terms and conditions of employment at the sole discretion of the management. In such a case, you will be governed by the rules and service conditions applicable to new assignments and locations.

You may also be sent on training, deputation assignments to sister or associate companies or to third parties whether in India or abroad and are expected to participate in them

You will be governed by the rules and regulations in these regards as may be applicable to you from time to time.

Notice Period/ Termination of Employment

Your employment with the Company can be terminated either by the Company or by you by giving the other party specified days of advance notice (refer to the Letter of Appointment or recent communication to know your notice period days).

The responsibility of ensuring the completion of the knowledge transfer within the defined notice period lies with the employee, failing which the relieving date may be extended at the discretion of the management. The relieving date may also be extended incase the project is at a critical juncture.

If the Company relieves you before the completion of the notice period, the gross salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the gross salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.

Company may terminate your employment immediately, with or without notice and without compensation in lieu of notice period on the occurrence of your involvement in:

(a) Embezzlement, intoxication or illegal drug abuse, unauthorized absence, unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, bribe or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients;

(b) Misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceedings that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or

(c) Any act of moral turpitude.

Consequences of Termination of Employment

Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return to the Company:

(a) Any property belonging to the Company, such as a laptop, computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and

(b) All Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

- Upon termination or expiration of your employment, for any reason, amounts due or payable, from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.
- Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training. Further, Company shall be entitled to, at its sole discretion withhold the relieving letter and all other documents regarding your employment hereunder.
- In the event of you taking up an alternate employment, it is obligatory on your part, not to join any of Infinite's Client/Customer organizations, without a written consent from Infinite for a period of one year from the date of your separation.

Retirement

You will retire from the services of the Company on completion of 60 years. For this purpose the date of birth as declared in the date of birth proof submitted at the time of joining will be treated as final. You may be retired earlier if found medically unfit.

Background and Reference Check

The Letter of Appointment is issued on the understanding that all information/documents provided by you while joining (In the application / employee data form / during the interview) is true & are liable to be verified at any time during & after the period of your employment with the company. In the event, that any declaration been given or furnished by you to the company is proved to be false or found to have been willfully suppressed/ altered confidential proofs of evidence, your services with the company would be terminated. Termination of services on grounds of Background Verification will not be eligible for any notice period or compensation in lieu of notice period. The company at any time may choose to verify all your credentials as deemed necessary by the company and the client.

Technology and Confidentiality Agreement

You may be required to sign technology and confidentiality agreements with the Company or any other client as required at the time of joining and during the tenure with the company. You are required to adhere to all terms and conditions mentioned in the agreement

Confidential Information

You will not at any time without the consent of the Functional Head or any other nominated representative of the Company, disclose or divulge or make public except on legal obligations, any information regarding the company's affairs or administration or research carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors and/or clients. During the term of your employment and thereafter, you shall: (a) hold the Confidential Information in the strictest confidence; (b) not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you; (c) not disclose or divulge the Confidential Information to or for the benefit any third person or entity without the prior authorization of the Company; (d) give prompt notice to Company of any actual or attempted unauthorized use or disclosure of the Confidential Information.

Intellectual Property

You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, or other material which you conceive, discover or create during or in consequence of employment shall belong exclusively to the Company.

Indemnification

You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by you or related to your breach of any of the provisions contained in this Terms of Employment.

Conflict of Interest

During your employment with Infinite it is intended to avoid conflict between your interest as an employee and the interest of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company. Further, if any 'Conflict of Interest' does arise in future, you will promptly report the same in writing to the management immediately.

These Terms of Employment will be construed in accordance with and governed by the Laws of India. These Terms of Employment, together with the Letter of Appointment (and any attachments thereto), are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter thereof.

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Nitin Dipt Prakash
Vice President - Human Resources

Please confirm that you have read, understood and agree to the above Terms of Employment by signing below

Signature: _____

Name: _____

Date: _____

Annexure – 1
Compensation Package for Uppu Sambasiva Rao

Grade : E1

Components	Monthly	Yearly
Basic	15000.00	180000.00
House Rent Allowance	7500.00	90000.00
Educational Allowance	200.00	2400.00
Advance Statutory Bonus	3000.00	36000.00
Infinite Flexible Benefit Plan (IFBP *)	6773.17	81278.04
Leave Travel Allowance		7500.00
Annual Total Fixed Compensation (A)	**32473.17**	**397178.04**
PF (Employer Contribution)	1800.00	21600.00
GMC, GPA & GTL		22582.00
Gratuity		8640.00
Annual Total Benefits (B)		**52822.00**
Annual Total Compensation (A + B)		**450000.04**

*Please refer annexure 2 for IFBP details

- The Mediclaim insurance covers self, spouse, two children and parents from the date of joining of the employee.
- You will be eligible for gratuity as per the provisions of Gratuity Act 1972

Service Agreement : Your service agreement will be valid for 24 months. In case you decide to leave Infinite before the completion 24 months, you will be liable to pay and amount mentioned in the service Agreement. The content of the service agreement dated _____to be read as part and parcel of this document without prejudice to each other.

Sincerely,
For **Infinite Computer Solutions (India) Limited**

Nitin Dipt Prakash
Vice President - Human Resources

Accepted on: ..... /..... /.....

Signature:_____

Name: **Uppu Sambasiva Rao**

Annexure - 2 (Grade E1 to E4)

Infinite Flexible Benefit Plan (IFBP): You can choose the amount against various components available under Infinite Flexible Benefit Plan (IFBP) depending on your grade and eligibility as per the policy. Rest of the amount becomes taxable income.

The eligibility for choosing the components from Infinite Flexible Benefit Plan (IFBP) according to the grade is as follows:

Grade	Meal Vouchers	NPS (Max)
E1 to E4	2,200/-	10% of the basic component

*The above mentioned amount is the maximum limit that can be opted under each category. Refer to the Compensation & Benefits Policy for more details

Meal Vouchers : The amount chosen against this will be loaded to the meal card on monthly basis.

National Pension Scheme (NPS): The amount chosen to contribute towards NPS needs to be a minimum of Rs. 6000/- along with registration and administrative charges per year with a maximum limit of 10% of your Annual Basic to an extent of 1lakh for Tax exemption under Section 80CCD (2)

Annexure – 3

Submission of Documents: You need to scan all the original documents and upload in the link provided to you by the offer team. At the time of joining, photocopy of the following documents should be submitted. Please carry original copies for verification.

1. SSLC/ 10th Mark Sheet
2. PUC/ PDC/ +2 Mark Sheet
3. Degree/ Graduation Certificate/ Convocation Certificate
4. Degree/ Graduation Marks cards (All Semesters or consolidated)
5. Post Graduation Certificate/ Convocation Certificate
6. Post Graduation Marks cards (All Semesters or consolidated)
7. Certificates of any other Qualification
8. Copy of Passport
9. Copy of PAN Card
10. Copy of Aadhar Card
11. Passport size photographs - 4
12. Relieving letter or Acceptance of resignation letter from the immediate previous employer or Hard copy of the resignation acceptance mail duly signed & sealed by the authorized signatory
13. Last 3 months pay slips- immediate previous employer
14. Copy of salary revision or the offer letter (whichever is latest) - immediate previous employer
15. Experience letter of all previous employments
16. Copy of updated resume

Please note: Joining formalities will not start if any of the applicable documents are missing on the day of joining.

Plot no 800, H.NO.6/2/2-3, 3rd Floor, Budhanagar, Road,
Boduppal, Hyderabad, Telangana 500092.

March 05, 2022

To

INTI NAGA SURESH,
Hyderabad.

Subject: Job Offer for Full Stack PYTHON Developer

Dear INTI NAGA SURESH,

Refer to your interview held in telephonic on **03 March 2022** for the above subjected position. Further, the management has decided to make a job offer for employment with us for the position of **full stack PYTHON developer** with our organization. You will be placed at our corporate office based at Hyderabad and will be reporting to Director – Finance and Account.

You are offered **Rs. 348,000** (Rupees Three Hundred Forty-Eight Thousand Only) as an annual cost to company, details break-up is attached as an Annexure. **Basic salary will be Rs. 5000** plus payment of your projects, you should complete the project to release your basic salary.

You shall be eligible for performance appraisal after successful completion of one year of employment with us and your salary will be increased according to your performance within this calendar year.

You will get a detailed appointment letter after your joining with the organization.

Please bring and submit the following documents at the time of joining:

1) Certificates/mark sheets in support of your qualifications.

2) Passport size photograph

3) Identity and Address proof. (Passport/Driving license/Voter ID/PAN Card/Aadhar card)

4) Bank passbook front page/Cancel Cheque

We are happy to welcome you and congratulate you on your appointment and wish you a long and successful career with us.

Please confirm your acceptance of this offer by signing and returning this letter by March **8, 2022**.

Tanks and Regards

Sincerely

ZOGNU TECHNOLOGIES PVT. LTD. HYD

P. Naveen

Human Resources Manager

Idoow, Zognu Technologies Pvt Ltd

Candidate Signature

Letter of Intent

Doc Ref. No.: QC20210152 Date of Issue: 28-Oct-2021

Dear **K Roopa Srinidhi,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210153 Date of Issue: 28-Oct-2021

Dear **Punugoti Pavan Kumar,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210154 Date of Issue: 28-Oct-2021

Dear **Roshan Nakasi,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210155 Date of Issue: 28-Oct-2021

Dear **Qhetoka,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210156 Date of Issue: 28-Oct-2021

Dear **S Hari Krishna,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210157 Date of Issue: 28-Oct-2021

Dear **Ummaneni Venkata Prathap,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210158 Date of Issue: 28-Oct-2021

Dear **B S Ramesh Reddy,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210159 Date of Issue: 28-Oct-2021

Dear **Rachakonda Jagadeesh,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210160 Date of Issue: 28-Oct-2021

Dear **Yeluri Sai Gowtham,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210161 Date of Issue: 28-Oct-2021

Dear **Vepuri Mounesh Krishna,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210162 Date of Issue: 28-Oct-2021

Dear **Sainadh Kakani,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210163 Date of Issue: 28-Oct-2021

Dear **Midhunssh Reddy,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210164 Date of Issue: 28-Oct-2021

Dear **Vorsu Venkata Sai,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210165 Date of Issue: 28-Oct-2021

Dear **D Nityanand,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210166 Date of Issue: 28-Oct-2021

Dear **Soubir Saian Mallick,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210167 Date of Issue: 28-Oct-2021

Dear **R Varsha,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210168 Date of Issue: 28-Oct-2021

Dear **K S Surya,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210169 Date of Issue: 28-Oct-2021

Dear **B Bhumesh,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210170 Date of Issue: 28-Oct-2021

Dear **Nagaraju Bathula,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210171 Date of Issue: 28-Oct-2021

Dear **Lingam Sudheer,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210172 Date of Issue: 28-Oct-2021

Dear **Medikonda Idemma Naidu,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210173 Date of Issue: 28-Oct-2021

Dear **Legisetty Lakshmi Hemanth Kumar,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210174 Date of Issue: 28-Oct-2021

Dear **Chava Manichandra,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210175 Date of Issue: 28-Oct-2021

Dear **Sanivarapu Sasi Vardhan,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.: QC20210176 Date of Issue: 28-Oct-2021

Dear **N Venkatesh,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (CTC):** INR 3.25 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to**:** **university.relations@quest-global.com**

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	16,250	1,95,000
(B) House Rent Allowance	2,666	32,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,571	42,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	22,487	2,69,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,25,000**
(P) TOTAL COST TO COMPANY (CTC)		**3,25,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN004**

Dear **Ashland Beatrice Alexander,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN005**

Dear **Kethu Poojitha,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN006**

Dear **Rasala Kadiriprasad,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN007**

Dear **Bolnedi Tagore,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN008**

Dear **Vengatesh,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN009**

Dear **Ramnath Reddy Y,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN010**

Dear **R Akhitha,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN011**

Dear **Srividya Kanchuboyina,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN012**

Dear **Palepu Sai Balaji,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN013**

Dear **Shashank Chary,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN014**

Dear **Arunachala Raam S,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN015**

Dear **Sri Charan Chintha,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN016**

Dear **Vijayarangan M,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN017**

Dear **Govindu Janaki Sai,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN018**

Dear **P Jagadeesh,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN019**

Dear **Madhavan B,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN020**

Dear **Kunapareddy Saiteja,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN021**

Dear **Shaik Khasim,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN022**

Dear **Hari Krishna Chowdary Mukka,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN023**

Dear **Podetimanasa**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN024**

Dear **Nagula Abhiram,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN025**

Dear **P Sreekanth Reddy,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN026**

Dear **Samanthapudi Vamsi Krishnam Raju,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN027**

Dear **Chadeve Gangadhar Reddy,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN028**

Dear **Dhurusala Vaishnavi,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN029**

Dear **Yeluka Aravindh Kumar Reddy,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN030**

Dear **Kothakonda Pream Chandu,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN031**

Dear **Y Karunakar,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN032**

Dear **pula pavankumar,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN033**

Dear **M Naveen Kumar,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN034**

Dear **Kivihika K Zhimo,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN035**

Dear **S Kailash,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN036**

Dear **M Krishna Chari,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN037**

Dear **Logesh Sukumar,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN038**

Dear **Gopal V,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN039**

Dear **Ganesh Nakka,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN040**

Dear **Yashvanth Babu,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN041**

Dear **P Bharath Kumar,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN042**

Dear **Kotyada Madhu,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN043**

Dear **K Lokesh Prabhu,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN044**

Dear **Polamreddy Ajaykumarreddy,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN045**

Dear **Yuvaraj Ranganathan,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN046**

Dear **Sarchun S,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN047**

Dear **Mohan Venkat G,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN048**

Dear **Kalidindi Saiteja,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN049**

Dear **Akhil Kumar Reddy Sirigiri,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN050**

Dear **Gayakawada Manojkumar,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN051**

Dear **Advaithreddy,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN052**

Dear **Pittala Aravind,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN053**

Dear **I Abhilash,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN054**

Dear **Boggavarapu Deepak Sri Krishna,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN055**

Dear **Yama Rakesh,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN056**

Dear **G Sagar,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN057**

Dear **Gali Manohar,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN058**

Dear **C Prem Kishore,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN059**

Dear **D N V S Rohit,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN060**

Dear **K Albert Rahul,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN061**

Dear **M S Nithya Narayanan,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN062**

Dear **Pentela Prasanth,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN063**

Dear **K Sivakumar,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN064**

Dear **Marasu Mahendra Prasad,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN065**

Dear **M Paul Dinesh,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN066**

Dear **Talla Yogi Reddy,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN067**

Dear **Udhaya Prakash M,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN068**

Dear **Pavuluri Naveen Kumar,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN069**

Dear **Dhivagaran K,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN070**

Dear **Putcha Vamsikumar,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN071**

Dear **Matcha Sai Prakash,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN072**

Dear **Lukka Vinay Kumar,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN073**

Dear **Koppisetti Pavan Prasanth,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN074**

Dear **Avula Rajeshkumaryadav,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN075**

Dear **Vasanth G,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN076**

Dear **B Sathish Kumar,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN077**

Dear **Emayavarman PK,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN078**

Dear **Bala Murugan P,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN079**

Dear **S Akash,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN080**

Dear **Shalishwaran T,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN081**

Dear **Bright Selva Kumaran A,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN082**

Dear **Ajith S,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN083**

Dear **Jebultone A,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN084**

Dear **Aslam Hameed N,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN085**

Dear **Mageshwaran E,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN086**

Dear **D V N R Nirmal,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN087**

Dear **Mohammed Sharjun K,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN088**

Dear **B Mohamed Nafil,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____
(Candidate's Signature)

TEACHNOOK

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

29 November 2021 **OL No: TN089**

Dear **Annamalaisaravanan P,**

We congratulate you for being selected as Business Development Trainee at **TEACHNOOK EDTECH PVT LTD** "At will basis" which can be extended. Please find the following confirmation of your Training:

Title: **Business Development Trainee**
Training Date: **6 January 2022 to 15 January 2022**
OJT Start Date: **16 January 2022**
OJT End Date: **15 July 2022**

Location of Training: Bangalore
Stipend: INR **15000** Per Month + INR **10000** as incentives (Subject to statutory deductions)
Target: **300000** INR per month.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the <saumya.hr@teachnook.com> within **2 working days from the receipt of this mail. The offer shall stand** automatically withdrawn without further action on the part of **TEACHNOOK if we do not receive your acceptance as per the mentioned timeline.**

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **6 January 2022.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

support@teachnook.com
8951940436

46/2 Block 7 AKR Tech Park Road
Hosur Road Garvebhavi Palya
Bangalore KA 560068

Training Policy

▪ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
▪ You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

Working Hours: 9 Hours a day (Inc. Lunch Break).
Job Type: Full Time Training
Location: Bangalore.

▪ During the training period you will not receive any of the employee benefits that regular employees receive.
▪ During the training period, the company will have all the rights to terminate your services without offering any reason.
▪ At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
▪ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
▪ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
▪ You will observe all policies and practices governing the conduct of our business and employees.
▪ Official communication either within the company or outside the company should be through the company Email of your manager only.
▪ The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
▪ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE:_____ (Candidate's Signature)

(Candidate's Signature)

Valued Epistemics
Making Knowledge Useful

GREEDGE.com

Employment Offer Letter

Date: 16/05/2022

To,

Mr. Goriparthi Sunil Babu
BIHER
Chennai.

Dear **Goriparthi Sunil Babu,**

With reference to your application and the subsequent interview/s that you had with us, we hereby place on record the terms on which you have been appointed as Business Development-Executive.

You will be paid a consolidated salary of Rs.3,00,000.00 per annum during probation period, inclusive of special allowance.

1. All taxes on your income shall be payable by you.

2. You will join us latest by 01/06/2022.

3. You will be on probation for an initial period of three (3) months, which may be extended. If you are not confirmed in writing by us on or before the expiry of the original period of probation mentioned above, your probation shall be deemed to have been extended even though no intimation is given to you in writing to that effect, which shall be in no event be more than one year.

4. (a) During the probation period (original or extended) your services are liable to be terminated without assigning any reason or notice or compensation or payment in lieu of notice.

   (b) If your services are approved and if you are confirmed in our service in writing, you will be paid Rs.2,00,000.00 per annum and you will be entitled to all the benefits prevailing in the company and eligible to your category of permanent employees.

5. You will not be eligible to the benefits, which are enjoyed by the permanent employees of the company during your probationary period.

6. During the period of your employment in the company you shall not secure or try to secure any other job without the previous consent of the company in writing.

7. Your selection will become final after you are medically found suitable, subject to your producing all the documentary evidence, and certificates in original or your age and qualification as stated by you in the employment application form.

8. You shall not take any presents, commission or any kind of gratification or benefit in cash or kind from any person, party or firm having connection with the company. In case if you get, you must possess a certificate from the person that it is presented to you.

9. Your hours of attendance shall be regulated to suit the duties entrusted to you from time to time as required by the management of company and you will be required to work generally for 8.0 working hours.

10. You will be entitled to get different kinds of leave which are admissible under The Factories Act 1948.

11. A notice period of at least one (1) month is required from either side to relieve you from your responsibilities.

We are looking forward to have you with us at the earliest.

Truly,

(For Valued Epistemics Private Limited)

Vice President

I have carefully read the terms and conditions of my employment and I have understood the same and accept them entirely.

Signature: Date:

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **V Sethuraman,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **J Chandru,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Junnuri Bala Rangayya Naidu,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Kummetha Rakeswara Reddy,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **D Monika,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Jyothi Poka,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **H Aravind,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **K Manohar,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Dharshan D,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Ajay K,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **C Jaya Chandra Reddy,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Gollavilli Dinesh,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Unnam Priyanka,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Y Chennakeshavareddy,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Vemula Anil,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Y Chaitanya Kumar Reddy,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Bhumireddy Obugari Venkatasaiprasad,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Oruganti Vinay,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Suprav Dhabal,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **P. ANKABABU,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Chinnakudumala Giriprasad Reddy,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Sundramoorthy,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **U Mukhesh,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Mahalingeswaran D,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **V Yaswanth,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **K Lakshmipathi Raju,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Gali Venkatesh,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Chakali Kishore Kumar,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Yeruva Siva Reddy,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **M Vamsi Kumar Reddy,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **A S V Sarma,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Vikas Pal,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Ch Venu,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Uday Kiran S,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **Immanuvel C,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

SL Lumax Limited

Regd. Office & Factory: G-14,13 & 25, Sipcot Industrial Park,
Irrungattukottai, Sriperumbudur - 602 117, Kanchipuran Dist,
Tamilnadu, India. Phone: 91-044-71207520
GSTIN : 33AAACL 1857B1Z CIN : U34300TN1997PLC048136

02.02.2022

LETTER OF OFFER

Dear **BONAMUKKALA CHAITANYA,**

With reference to your application and the interview you had with us on 12.01.2022, we are pleased to offer you an assignment in our organization as Company Apprentice. Your Stipend will be **Rs. 23,333** per month.

Other Benefits are

1. Transport & Canteen at Rs.10/day subsidiary

2. Attendance Allowance Rs. 1000 per month (zero absent)

3. Statutory as per law

We would expect you to join as early as possible as but not later than 10.02.2022 at **SL Lumax Limited**, G-15 Sipcot Industrial Park, Irrungattukottai, Sriperumbudur, Kanchipuram - 602117. Beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

On the date of your joining, you may please bring along the following:

1. Original & Copy of educational certificates

2. Copy of Resume (1copy)

3. Passport size photos (2 no's) & 2 stamp size

4. ID proof (Aadhaar and PAN card Xerox)

S. Medical Fitness Certificate

We welcome you and are delighted that you have chosen to be part of SL family. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

For SL LUMAX LTD

Authorized Signatory

Date: 04-Feb-2023

Letter of Intent

Dear **S Priyanka,**

Based on your interview performance, we are delighted to make you an offer for the role of **Jr.Sales Executive.**

Compensation and Benefits:

Your CTC would be **5,41,500 (per annum)**. Your base pay during the probation period would be INR **(2,16,000 per annum)**, and based on your year-end performance, you will receive a bonus of up to INR **24,000 (per annum)**. In addition, you will be eligible for a Performance-based Incentive up to INR **3,01,500 (per annum)**.

Your joining date will be **21st February 2022,** You will have six working days per week.

Feel free to reach me (8754576762) in case you have any further questions.

Note: Given the uncertainty surrounding the Covid-19, you will be starting your Work remotely from home. Once the working conditions return to normalcy, we will update you about when you can start working from our office.

A detailed offer letter will be given after joining, Kindly reply to this mail before

08th February 2022, to confirm your acceptance of the offer.

Regards,

Dinesh Damodharan

HR

Date: 04-Feb-2023

Letter of Intent

Dear **M Indrajit Mohan,**

Based on your interview performance, we are delighted to make you an offer for the role of **Jr.Sales Executive.**

Compensation and Benefits:

Your CTC would be **5,41,500 (per annum)**. Your base pay during the probation period would be INR **(2,16,000 per annum)**, and based on your year-end performance, you will receive a bonus of up to INR **24,000 (per annum)**. In addition, you will be eligible for a Performance-based Incentive up to INR **3,01,500 (per annum)**.

Your joining date will be **21st February 2022,** You will have six working days per week.

Feel free to reach me (8754576762) in case you have any further questions.

Note: Given the uncertainty surrounding the Covid-19, you will be starting your Work remotely from home. Once the working conditions return to normalcy, we will update you about when you can start working from our office.

A detailed offer letter will be given after joining, Kindly reply to this mail before

08th February 2022, to confirm your acceptance of the offer.

Regards,

Dinesh Damodharan

HR

Date: 04-Feb-2023

Letter of Intent

Dear **Bayana Sairam,**

Based on your interview performance, we are delighted to make you an offer for the role of **Jr.Sales Executive.**

Compensation and Benefits:

Your CTC would be **5,41,500 (per annum)**. Your base pay during the probation period would be INR **(2,16,000 per annum)**, and based on your year-end performance, you will receive a bonus of up to INR **24,000 (per annum)**. In addition, you will be eligible for a Performance-based Incentive up to INR **3,01,500 (per annum)**.

Your joining date will be **21st February 2022,** You will have six working days per week.

Feel free to reach me (8754576762) in case you have any further questions.

Note: Given the uncertainty surrounding the Covid-19, you will be starting your Work remotely from home. Once the working conditions return to normalcy, we will update you about when you can start working from our office.

A detailed offer letter will be given after joining, Kindly reply to this mail before

08th February 2022, to confirm your acceptance of the offer.

Regards,

Dinesh Damodharan

HR

Date: 04-Feb-2023

Letter of Intent

Dear **K Reddysai,**

Based on your interview performance, we are delighted to make you an offer for the role of **Jr.Sales Executive.**

Compensation and Benefits:

Your CTC would be **5,41,500 (per annum)**. Your base pay during the probation period would be INR **(2,16,000 per annum)**, and based on your year-end performance, you will receive a bonus of up to INR **24,000 (per annum)**. In addition, you will be eligible for a Performance-based Incentive up to INR **3,01,500 (per annum)**.

Your joining date will be **21st February 2022,** You will have six working days per week.

Feel free to reach me (8754576762) in case you have any further questions.

Note: Given the uncertainty surrounding the Covid-19, you will be starting your Work remotely from home. Once the working conditions return to normalcy, we will update you about when you can start working from our office.

A detailed offer letter will be given after joining, Kindly reply to this mail before

08th February 2022, to confirm your acceptance of the offer.

Regards,

Dinesh Damodharan

HR

Date: 04-Feb-2023

Letter of Intent

Dear **Valam Anilkumar,**

Based on your interview performance, we are delighted to make you an offer for the role of **Jr.Sales Executive.**

Compensation and Benefits:

Your CTC would be **5,41,500 (per annum)**. Your base pay during the probation period would be INR **(2,16,000 per annum)**, and based on your year-end performance, you will receive a bonus of up to INR **24,000 (per annum)**. In addition, you will be eligible for a Performance-based Incentive up to INR **3,01,500 (per annum)**.

Your joining date will be **21st February 2022,** You will have six working days per week.

Feel free to reach me (8754576762) in case you have any further questions.

Note: Given the uncertainty surrounding the Covid-19, you will be starting your Work remotely from home. Once the working conditions return to normalcy, we will update you about when you can start working from our office.

A detailed offer letter will be given after joining, Kindly reply to this mail before

08th February 2022, to confirm your acceptance of the offer.

Regards,

Dinesh Damodharan

HR

Date: 04-Feb-2023

Letter of Intent

Dear **Pruthvi Siripuram,**

Based on your interview performance, we are delighted to make you an offer for the role of **Jr.Sales Executive.**

Compensation and Benefits:

Your CTC would be **5,41,500 (per annum)**. Your base pay during the probation period would be INR **(2,16,000 per annum)**, and based on your year-end performance, you will receive a bonus of up to INR **24,000 (per annum)**. In addition, you will be eligible for a Performance-based Incentive up to INR **3,01,500 (per annum)**.

Your joining date will be **21st February 2022,** You will have six working days per week.

Feel free to reach me (8754576762) in case you have any further questions.

Note: Given the uncertainty surrounding the Covid-19, you will be starting your Work remotely from home. Once the working conditions return to normalcy, we will update you about when you can start working from our office.

A detailed offer letter will be given after joining, Kindly reply to this mail before

08th February 2022, to confirm your acceptance of the offer.

Regards,

Dinesh Damodharan

HR

Date: 04-Feb-2023

Letter of Intent

Dear **D V Vinay Kumar Reddy,**

Based on your interview performance, we are delighted to make you an offer for the role of **Jr.Sales Executive.**

Compensation and Benefits:

Your CTC would be **5,41,500 (per annum)**. Your base pay during the probation period would be INR **(2,16,000 per annum)**, and based on your year-end performance, you will receive a bonus of up to INR **24,000 (per annum)**. In addition, you will be eligible for a Performance-based Incentive up to INR **3,01,500 (per annum)**.

Your joining date will be **21st February 2022,** You will have six working days per week.

Feel free to reach me (8754576762) in case you have any further questions.

Note: Given the uncertainty surrounding the Covid-19, you will be starting your Work remotely from home. Once the working conditions return to normalcy, we will update you about when you can start working from our office.

A detailed offer letter will be given after joining, Kindly reply to this mail before

08th February 2022, to confirm your acceptance of the offer.

Regards,

Dinesh Damodharan

HR

Date: 04-Feb-2023

Letter of Intent

Dear **Bala Vijay Ravulapalli,**

Based on your interview performance, we are delighted to make you an offer for the role of **Jr.Sales Executive.**

Compensation and Benefits:

Your CTC would be **5,41,500 (per annum)**. Your base pay during the probation period would be INR **(2,16,000 per annum)**, and based on your year-end performance, you will receive a bonus of up to INR **24,000 (per annum)**. In addition, you will be eligible for a Performance-based Incentive up to INR **3,01,500 (per annum)**.

Your joining date will be **21st February 2022,** You will have six working days per week.

Feel free to reach me (8754576762) in case you have any further questions.

Note: Given the uncertainty surrounding the Covid-19, you will be starting your Work remotely from home. Once the working conditions return to normalcy, we will update you about when you can start working from our office.

A detailed offer letter will be given after joining, Kindly reply to this mail before

08th February 2022, to confirm your acceptance of the offer.

Regards,

Dinesh Damodharan

HR

Date: 04-Feb-2023

Letter of Intent

Dear **Muttana Manohar Reddy,**

Based on your interview performance, we are delighted to make you an offer for the role of **Jr.Sales Executive.**

Compensation and Benefits:

Your CTC would be **5,41,500 (per annum)**. Your base pay during the probation period would be INR **(2,16,000 per annum)**, and based on your year-end performance, you will receive a bonus of up to INR **24,000 (per annum)**. In addition, you will be eligible for a Performance-based Incentive up to INR **3,01,500 (per annum)**.

Your joining date will be **21st February 2022,** You will have six working days per week.

Feel free to reach me (8754576762) in case you have any further questions.

Note: Given the uncertainty surrounding the Covid-19, you will be starting your Work remotely from home. Once the working conditions return to normalcy, we will update you about when you can start working from our office.

A detailed offer letter will be given after joining, Kindly reply to this mail before

08th February 2022, to confirm your acceptance of the offer.

Regards,

Dinesh Damodharan

HR

Scientific Erevna

Letter of Intent

Dear C Chandrika,

Greetings from Scientific Erevna Pvt. Ltd!

With reference to your application and the subsequent Interview you had with us, we are pleased to inform you that you are selected for the position of "**Program Coordinator**" at Scientific Erevna Pvt. Ltd.

Please note our offer of employment is subject to the submission of your antecedents & your 10th Grade Original Certificate at the time of joining.

Please report with all the required documents at the office on **20th June 2022** at 11 AM.

1. All-Academic Qualification Certificates & Photo Copies.
2. Identity Proof (Passport/Voter/Driving License & Pan) two Photocopies of each.
3. Color Passport size photos
4. Residence Proof of Permanent Native Place
5. Updated Resume
6. Offer Letter Hard Copy
7. PAN Card Mandatory

We wish you all the best and look forward to welcoming you to Scientific Erevna Group.

Please confirm your acceptance offer with the above terms through a reply mail; else this offer shall stand automatically withdrawn.

We are welcoming you on board for a successful career with Erevna Family. If the above terms are acceptable, Kindly acknowledge the receipt of the same.

Reporting Venue:

Elbit Diagnostics Building
2nd floor, Ayyappa Society
Madhapur, Hyderabad 500081

With Regards,

K. Anuja

Scientific Erevna Pvt. Ltd

anuja-k@scientificerevna.com

Scientific Erevna

Letter of Intent

Dear S Keerthana,

Greetings from Scientific Erevna Pvt. Ltd!

With reference to your application and the subsequent Interview you had with us, we are pleased to inform you that you are selected for the position of "**Program Coordinator**" at Scientific Erevna Pvt. Ltd.

Please note our offer of employment is subject to the submission of your antecedents & your 10th Grade Original Certificate at the time of joining.

Please report with all the required documents at the office on **20th June 2022** at 11 AM.

1. All-Academic Qualification Certificates & Photo Copies.
2. Identity Proof (Passport/Voter/Driving License & Pan) two Photocopies of each.
3. Color Passport size photos
4. Residence Proof of Permanent Native Place
5. Updated Resume
6. Offer Letter Hard Copy
7. PAN Card Mandatory

We wish you all the best and look forward to welcoming you to Scientific Erevna Group.

Please confirm your acceptance offer with the above terms through a reply mail; else this offer shall stand automatically withdrawn.

We are welcoming you on board for a successful career with Erevna Family. If the above terms are acceptable, Kindly acknowledge the receipt of the same.

Reporting Venue:

Elbit Diagnostics Building
2nd floor, Ayyappa Society
Madhapur, Hyderabad 500081

With Regards,

K. Anuja

Scientific Erevna Pvt. Ltd

anuja-k@scientificerevna.com

Scientific Erevna

Letter of Intent

Dear V Sabarinathan,

Greetings from Scientific Erevna Pvt. Ltd!

With reference to your application and the subsequent Interview you had with us, we are pleased to inform you that you are selected for the position of "**Program Coordinator**" at Scientific Erevna Pvt. Ltd.

Please note our offer of employment is subject to the submission of your antecedents & your 10th Grade Original Certificate at the time of joining.

Please report with all the required documents at the office on **20th June 2022** at 11 AM.

1. All-Academic Qualification Certificates & Photo Copies.
2. Identity Proof (Passport/Voter/Driving License & Pan) two Photocopies of each.
3. Color Passport size photos
4. Residence Proof of Permanent Native Place
5. Updated Resume
6. Offer Letter Hard Copy
7. PAN Card Mandatory

We wish you all the best and look forward to welcoming you to Scientific Erevna Group.

Please confirm your acceptance offer with the above terms through a reply mail; else this offer shall stand automatically withdrawn.

We are welcoming you on board for a successful career with Erevna Family. If the above terms are acceptable, Kindly acknowledge the receipt of the same.

Reporting Venue:

Elbit Diagnostics Building
2nd floor, Ayyappa Society
Madhapur, Hyderabad 500081

With Regards,

K. Anuja

Scientific Erevna Pvt. Ltd

anuja-k@scientificerevna.com

Scientific Erevna

Letter of Intent

Dear Basode Veeranna,

Greetings from Scientific Erevna Pvt. Ltd!

With reference to your application and the subsequent Interview you had with us, we are pleased to inform you that you are selected for the position of "**Program Coordinator**" at Scientific Erevna Pvt. Ltd.

Please note our offer of employment is subject to the submission of your antecedents & your 10th Grade Original Certificate at the time of joining.

Please report with all the required documents at the office on **20th June 2022** at 11 AM.

1. All-Academic Qualification Certificates & Photo Copies.
2. Identity Proof (Passport/Voter/Driving License & Pan) two Photocopies of each.
3. Color Passport size photos
4. Residence Proof of Permanent Native Place
5. Updated Resume
6. Offer Letter Hard Copy
7. PAN Card Mandatory

We wish you all the best and look forward to welcoming you to Scientific Erevna Group.

Please confirm your acceptance offer with the above terms through a reply mail; else this offer shall stand automatically withdrawn.

We are welcoming you on board for a successful career with Erevna Family. If the above terms are acceptable, Kindly acknowledge the receipt of the same.

Reporting Venue:

Elbit Diagnostics Building
2nd floor, Ayyappa Society
Madhapur, Hyderabad 500081

With Regards,

K. Anuja

Scientific Erevna Pvt. Ltd

anuja-k@scientificerevna.com

Scientific Erevna

Letter of Intent

Dear Sylaja V,

Greetings from Scientific Erevna Pvt. Ltd!

With reference to your application and the subsequent Interview you had with us, we are pleased to inform you that you are selected for the position of "**Program Coordinator**" at Scientific Erevna Pvt. Ltd.

Please note our offer of employment is subject to the submission of your antecedents & your 10th Grade Original Certificate at the time of joining.

Please report with all the required documents at the office on **20th June 2022** at 11 AM.

1. All-Academic Qualification Certificates & Photo Copies.
2. Identity Proof (Passport/Voter/Driving License & Pan) two Photocopies of each.
3. Color Passport size photos
4. Residence Proof of Permanent Native Place
5. Updated Resume
6. Offer Letter Hard Copy
7. PAN Card Mandatory

We wish you all the best and look forward to welcoming you to Scientific Erevna Group.

Please confirm your acceptance offer with the above terms through a reply mail; else this offer shall stand automatically withdrawn.

We are welcoming you on board for a successful career with Erevna Family. If the above terms are acceptable, Kindly acknowledge the receipt of the same.

Reporting Venue:

Elbit Diagnostics Building
2nd floor, Ayyappa Society
Madhapur, Hyderabad 500081

With Regards,

K. Anuja

Scientific Erevna Pvt. Ltd

anuja-k@scientificerevna.com

Scientific Erevna

Letter of Intent

Dear S Kavya,

Greetings from Scientific Erevna Pvt. Ltd!

With reference to your application and the subsequent Interview you had with us, we are pleased to inform you that you are selected for the position of "**Program Coordinator**" at Scientific Erevna Pvt. Ltd.

Please note our offer of employment is subject to the submission of your antecedents & your 10th Grade Original Certificate at the time of joining.

Please report with all the required documents at the office on **20th June 2022** at 11 AM.

1. All-Academic Qualification Certificates & Photo Copies.
2. Identity Proof (Passport/Voter/Driving License & Pan) two Photocopies of each.
3. Color Passport size photos
4. Residence Proof of Permanent Native Place
5. Updated Resume
6. Offer Letter Hard Copy
7. PAN Card Mandatory

We wish you all the best and look forward to welcoming you to Scientific Erevna Group.

Please confirm your acceptance offer with the above terms through a reply mail; else this offer shall stand automatically withdrawn.

We are welcoming you on board for a successful career with Erevna Family. If the above terms are acceptable, Kindly acknowledge the receipt of the same.

Reporting Venue:

Elbit Diagnostics Building
2nd floor, Ayyappa Society
Madhapur, Hyderabad 500081

With Regards,

K. Anuja

Scientific Erevna Pvt. Ltd

anuja-k@scientificerevna.com

Scientific Erevna

Letter of Intent

Dear Paka Sai Nithin,

Greetings from Scientific Erevna Pvt. Ltd!

With reference to your application and the subsequent Interview you had with us, we are pleased to inform you that you are selected for the position of "**Program Coordinator**" at Scientific Erevna Pvt. Ltd.

Please note our offer of employment is subject to the submission of your antecedents & your 10th Grade Original Certificate at the time of joining.

Please report with all the required documents at the office on **20th June 2022** at 11 AM.

1. All-Academic Qualification Certificates & Photo Copies.
2. Identity Proof (Passport/Voter/Driving License & Pan) two Photocopies of each.
3. Color Passport size photos
4. Residence Proof of Permanent Native Place
5. Updated Resume
6. Offer Letter Hard Copy
7. PAN Card Mandatory

We wish you all the best and look forward to welcoming you to Scientific Erevna Group.

Please confirm your acceptance offer with the above terms through a reply mail; else this offer shall stand automatically withdrawn.

We are welcoming you on board for a successful career with Erevna Family. If the above terms are acceptable, Kindly acknowledge the receipt of the same.

Reporting Venue:

Elbit Diagnostics Building
2nd floor, Ayyappa Society
Madhapur, Hyderabad 500081

With Regards,

K. Anuja

Scientific Erevna Pvt. Ltd

anuja-k@scientificerevna.com

Scientific Erevna

Letter of Intent

Dear Shaik Abdulla Shareef,

Greetings from Scientific Erevna Pvt. Ltd!

With reference to your application and the subsequent Interview you had with us, we are pleased to inform you that you are selected for the position of "**Program Coordinator**" at Scientific Erevna Pvt. Ltd.

Please note our offer of employment is subject to the submission of your antecedents & your 10th Grade Original Certificate at the time of joining.

Please report with all the required documents at the office on **20th June 2022** at 11 AM.

1. All-Academic Qualification Certificates & Photo Copies.
2. Identity Proof (Passport/Voter/Driving License & Pan) two Photocopies of each.
3. Color Passport size photos
4. Residence Proof of Permanent Native Place
5. Updated Resume
6. Offer Letter Hard Copy
7. PAN Card Mandatory

We wish you all the best and look forward to welcoming you to Scientific Erevna Group.

Please confirm your acceptance offer with the above terms through a reply mail; else this offer shall stand automatically withdrawn.

We are welcoming you on board for a successful career with Erevna Family. If the above terms are acceptable, Kindly acknowledge the receipt of the same.

Reporting Venue:

Elbit Diagnostics Building
2nd floor, Ayyappa Society
Madhapur, Hyderabad 500081

With Regards,

K. Anuja

Scientific Erevna Pvt. Ltd

anuja-k@scientificerevna.com

Scientific Erevna

Letter of Intent

Dear Surya Chandra,

Greetings from Scientific Erevna Pvt. Ltd!

With reference to your application and the subsequent Interview you had with us, we are pleased to inform you that you are selected for the position of "**Program Coordinator**" at Scientific Erevna Pvt. Ltd.

Please note our offer of employment is subject to the submission of your antecedents & your 10th Grade Original Certificate at the time of joining.

Please report with all the required documents at the office on **20th June 2022** at 11 AM.

1. All-Academic Qualification Certificates & Photo Copies.
2. Identity Proof (Passport/Voter/Driving License & Pan) two Photocopies of each.
3. Color Passport size photos
4. Residence Proof of Permanent Native Place
5. Updated Resume
6. Offer Letter Hard Copy
7. PAN Card Mandatory

We wish you all the best and look forward to welcoming you to Scientific Erevna Group.

Please confirm your acceptance offer with the above terms through a reply mail; else this offer shall stand automatically withdrawn.

We are welcoming you on board for a successful career with Erevna Family. If the above terms are acceptable, Kindly acknowledge the receipt of the same.

Reporting Venue:

Elbit Diagnostics Building
2nd floor, Ayyappa Society
Madhapur, Hyderabad 500081

With Regards,

K. Anuja

Scientific Erevna Pvt. Ltd

anuja-k@scientificerevna.com

Scientific Erevna

Letter of Intent

Dear S Vamsi,

Greetings from Scientific Erevna Pvt. Ltd!

With reference to your application and the subsequent Interview you had with us, we are pleased to inform you that you are selected for the position of "**Program Coordinator**" at Scientific Erevna Pvt. Ltd.

Please note our offer of employment is subject to the submission of your antecedents & your 10th Grade Original Certificate at the time of joining.

Please report with all the required documents at the office on **20th June 2022** at 11 AM.

1. All-Academic Qualification Certificates & Photo Copies.
2. Identity Proof (Passport/Voter/Driving License & Pan) two Photocopies of each.
3. Color Passport size photos
4. Residence Proof of Permanent Native Place
5. Updated Resume
6. Offer Letter Hard Copy
7. PAN Card Mandatory

We wish you all the best and look forward to welcoming you to Scientific Erevna Group.

Please confirm your acceptance offer with the above terms through a reply mail; else this offer shall stand automatically withdrawn.

We are welcoming you on board for a successful career with Erevna Family. If the above terms are acceptable, Kindly acknowledge the receipt of the same.

Reporting Venue:

Elbit Diagnostics Building
2nd floor, Ayyappa Society
Madhapur, Hyderabad 500081

With Regards,

K. Anuja

Scientific Erevna Pvt. Ltd

anuja-k@scientificerevna.com

Scientific Erevna

Letter of Intent

Dear Thirunagari Chakrinadh,

Greetings from Scientific Erevna Pvt. Ltd!

With reference to your application and the subsequent Interview you had with us, we are pleased to inform you that you are selected for the position of "**Program Coordinator**" at Scientific Erevna Pvt. Ltd.

Please note our offer of employment is subject to the submission of your antecedents & your 10th Grade Original Certificate at the time of joining.

Please report with all the required documents at the office on **20th June 2022** at 11 AM.

1. All-Academic Qualification Certificates & Photo Copies.
2. Identity Proof (Passport/Voter/Driving License & Pan) two Photocopies of each.
3. Color Passport size photos
4. Residence Proof of Permanent Native Place
5. Updated Resume
6. Offer Letter Hard Copy
7. PAN Card Mandatory

We wish you all the best and look forward to welcoming you to Scientific Erevna Group.

Please confirm your acceptance offer with the above terms through a reply mail; else this offer shall stand automatically withdrawn.

We are welcoming you on board for a successful career with Erevna Family. If the above terms are acceptable, Kindly acknowledge the receipt of the same.

Reporting Venue:

Elbit Diagnostics Building
2nd floor, Ayyappa Society
Madhapur, Hyderabad 500081

With Regards,

K. Anuja

Scientific Erevna Pvt. Ltd

anuja-k@scientificerevna.com

Scientific Erevna

Letter of Intent

Dear Sowntharya P,

Greetings from Scientific Erevna Pvt. Ltd!

With reference to your application and the subsequent Interview you had with us, we are pleased to inform you that you are selected for the position of "**Program Coordinator**" at Scientific Erevna Pvt. Ltd.

Please note our offer of employment is subject to the submission of your antecedents & your 10th Grade Original Certificate at the time of joining.

Please report with all the required documents at the office on **20th June 2022** at 11 AM.

1. All-Academic Qualification Certificates & Photo Copies.
2. Identity Proof (Passport/Voter/Driving License & Pan) two Photocopies of each.
3. Color Passport size photos
4. Residence Proof of Permanent Native Place
5. Updated Resume
6. Offer Letter Hard Copy
7. PAN Card Mandatory

We wish you all the best and look forward to welcoming you to Scientific Erevna Group.

Please confirm your acceptance offer with the above terms through a reply mail; else this offer shall stand automatically withdrawn.

We are welcoming you on board for a successful career with Erevna Family. If the above terms are acceptable, Kindly acknowledge the receipt of the same.

Reporting Venue:

Elbit Diagnostics Building
2nd floor, Ayyappa Society
Madhapur, Hyderabad 500081

With Regards,

K. Anuja

Scientific Erevna Pvt. Ltd

anuja-k@scientificerevna.com

BESMAK
COMPONENTS PVT. LTD.

Date: 10-01-2022

To,

Mr. B Dhivakaran
B.Tech - Automobile Engineering
Bharath Institute of Higher Education and Research
Chennai.

Subject: Offer Letter

Dear **Dhivakaran,**

This has reference to your candidature and the subsequent campus interview you had with us. We are pleased to offer you the position of **Graduate Engineer Trainee** in our organization based at the Oragadam location from **1st June 2022**. Please note the said joining date is subject to change considering the present pandemic situation.

Your appointment as Graduate Engineer Trainee is subject to attaining the required Educational qualification as prescribed by the company.

You will receive a remuneration of **3.0 Lakhs Per Annum in INR** during your probation period.

Our detailed letter containing terms and conditions will be given to you on your joining. Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Yours Faithfully,

Gururajan I V

Executive - HR

Agree and Accepted

BESMAK
COMPONENTS PVT. LTD.

Date: 10-01-2022

To,

Mr. R Dinesh Balaji
B.Tech - Automobile Engineering
Bharath Institute of Higher Education and Research
Chennai.

Subject: Offer Letter

Dear **Dinesh Balaji,**

This has reference to your candidature and the subsequent campus interview you had with us. We are pleased to offer you the position of **Graduate Engineer Trainee** in our organization based at the Oragadam location from **1st June 2022**. Please note the said joining date is subject to change considering the present pandemic situation.

Your appointment as Graduate Engineer Trainee is subject to attaining the required Educational qualification as prescribed by the company.

You will receive a remuneration of **3.0 Lakhs Per Annum in INR** during your probation period.

Our detailed letter containing terms and conditions will be given to you on your joining. Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Yours Faithfully,

Gururajan I V

Executive - HR

Agree and Accepted

BESMAK
COMPONENTS PVT. LTD.

Date: 10-01-2022

To,

Mr. Avinash R Patel
B.Tech - Automobile Engineering
Bharath Institute of Higher Education and Research
Chennai.

Subject: Offer Letter

Dear **Avinash,**

This has reference to your candidature and the subsequent campus interview you had with us. We are pleased to offer you the position of **Graduate Engineer Trainee** in our organization based at the Oragadam location from **1st June 2022**. Please note the said joining date is subject to change considering the present pandemic situation.

Your appointment as Graduate Engineer Trainee is subject to attaining the required Educational qualification as prescribed by the company.

You will receive a remuneration of **3.0 Lakhs Per Annum in INR** during your probation period.

Our detailed letter containing terms and conditions will be given to you on your joining. Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Yours Faithfully,

Gururajan I V

Executive - HR

Agree and Accepted

BESMAK
COMPONENTS PVT. LTD.

Date: 10-01-2022

To,

Mr. S Sudharsan
B.Tech - Automobile Engineering
Bharath Institute of Higher Education and Research
Chennai.

Subject: Offer Letter

Dear **Sudharsan,**

This has reference to your candidature and the subsequent campus interview you had with us. We are pleased to offer you the position of **Graduate Engineer Trainee** in our organization based at the Oragadam location from **1st June 2022**. Please note the said joining date is subject to change considering the present pandemic situation.

Your appointment as Graduate Engineer Trainee is subject to attaining the required Educational qualification as prescribed by the company.

You will receive a remuneration of **3.0 Lakhs Per Annum in INR** during your probation period.

Our detailed letter containing terms and conditions will be given to you on your joining. Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Yours Faithfully,

Gururajan I V

Executive - HR

Agree and Accepted

BIO-WMS PRIVATE LIMITED

We Make Our Earth Green

Strictly Confidential

Ref: HR/Offer/Bio-WMS/2021-2022/0039 **Date: 28/04/2022**

Subject: Provisional Appointment as Field Engineer – Trainee,

Dear Ms.S.K.Sharmeela,

We are pleased to offer you provisionally an appointment at our BIO-WMS PVT LTD Tamilnadu as Field Engineer – Trainee from the date of joining on the following terms and conditions.

1. You shall join the company on or before **08-07-2022**.
2. This offer is provisional in nature and the regular offer of appointment shall be made to you on the rolls of **BIO-WMS PRIVATE LIMITED** upon your joining the duties and satisfactory completion of joining formalities.
3. The Management reserves the right to withdraw the said offer in case you are found medically unfit and if any of the information provided by you in the application form is found misleading or misconceived.
4. You also need to sign an employment bond separately for a period of 2 (Two) years from the date of joining.
5. Your place of posting will be at **CHENNAI, Tamilnadu** and shall be transferrable within **India** based on the requirement of the Company.

In token of having accepted the above, please sign and handover the duplicate copy of this letter.

Yours Truly,

For BIO-WMS PRIVATE LIMITED

(Lakshmi Shankar)
HR Executive

BIO - WMS PRIVATE LIMITED

Regd. Office: No. 37&38, 1st Floor Lakshmipuram, Kangeyanallur, Vellore-632006
Admin Office: No. 1/5, Venus Colony 2nd Street, Alwarpet, Chennai-600 018
Ph no: 044-42174999 / 8072292505.
Email: biowmspvtltd@gmail.com,info@biowms.com. Website: www.biowms.com

tivona
www.tivonaglobal.com

02-May-2022

Saran P T
14/13, Swamy Sannidhi, Thiruvaiyaru Taluk,
Thiruvaiyaru, Thanjavur, Tamil Nadu, 613 204
Mobile : 9952044101
Email : sarantocs@gmail.com

Dear Saran,

We welcome you to join a progressive and winning team with a passion for excellence in Cloud Services. We are dedicated to providing opportunities, career advancement and development to our people and we are sure you will find your career with us a challenging, learning and rewarding experience.

We are pleased to confirm our offer of employment to you as **Junior Devops Engineer** in our organization. Your total annual cash compensation will be **INR 3,00,000/- (Rupees Three Lakhs Only)**. You will also be entitled to a host of other benefits including certification sponsorship, personal accident insurance coverage and personal medical insurance coverage taking your overall **cost to the company (CTC) to INR 3,59,000 /-**. Statutory deductions like Provident Fund, ESI, Labour Welfare Fund, Income Tax & Profession Tax will be as per applicable rules. Please have a look at Annexure for details.

You will be required to sign a Proprietary Information and Inventions agreement. Your employment with us will be governed by the terms and conditions of the organisation. Employment as per this offer letter is subject to satisfactory references and background verification.

We look forward to having you on-board on or before Jun 15, 2022. failing which this letter would stand void. Please provide your acceptance through email immediately. Congratulations, we look forward to your valuable contribution and wishing you all the best.

Yours sincerely

Dharmaprakash
Chief Executive Officer

tivona
www.tivonaglobal.com

Annexure 1

Salary Working	
Name:	**Saran P T**
Designation:	**Junior Devops Engineer**

	Explanatory Notes		Monthly	**Annual**
Fixed Components				
Basic Pay	50%	On TCC	10000	120000
House Rent Allowance	50%	On Basic Pay	5000	60000
Statutory Bonus	As per the Act		1989	23868
Special Allowance			885	10620
Total of fixed components (A)			**17874**	**214488**

Statutory Benefits			
Provident Fund (Employer Contribution)	As per the Act	1545	18540
ESI (Employer Contribution)	As per the Act	581	6972
Total of statutory benefits (B)		**2126**	**25512**

Total cash compensation (TCC = A + B)	**20000**	**240000**

Additional Benefits	
Personal Accident Cover - 25 Lakhs	3500
Personal Medical Insurance Cover - 3 Lakhs	5500
Technical Certification Benefits	50000
Total of additional benefits (C)	**59000**

Total Cost to the Company(CTC) - A + B + C	**299000**
Loyalty Bonus *	**60000**
Total Cost to the Company including Loyalty Bonus	**359000**

Deductions
Employee Contribution of PF and ESI, other Statutory Deductions like Labour Welfare Fund, Income Tax & Professional Tax will be as per applicable rules. * Loyalty bonus will be paid on completion of one year.

Annexure 2

You shall be governed by the following terms and conditions of service during your employment with Tivona Global, and those may be amended from time to time.

1. You are being hired as a **Junior Devops Engineer** and Mr.Murthyraju, CEO would be your Reporting Manager.

2. You are expected to submit your course completion certificate at the time of joining and not have any backlogs.

3. All the work that you will produce at or in relation to Tivona Global will be the intellectual property of Tivona Global. You are not allowed to store, copy, sell, share, and distribute it to a third party under any circumstances. Similarly, you are expected to refrain from talking about your work in public domains (both online such as blogging, social networking sites and offline among your friends, etc.) without prior discussion and approval with your manager.

4. We take data privacy and security very seriously and to maintain confidentiality of any customers, clients, and companies' data and contact details that you may get access to during your tenure will be your responsibility. Tivona Global operates on zero tolerance principle with regard to any breach of data security guidelines.

5. During the appointment period you shall not engage yourselves directly or indirectly or in any capacity in any other organization. In the event of breach of this condition, this appointment is liable to be terminated forthwith by the company. In addition, you shall be liable to pay liquidated damages to the Company to an extent estimated by the Company.

6. You will be on probation for a period of six months from the date of joining us. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are mailed to you.

7. During probation, you will be required to give one month notice or salary in lieu thereof in case you decide to leave our services, subject to the Company's discretion. On confirmation, you will be required to give two months' notice or salary in lieu thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the notice

period. Similarly, the Company can terminate your services by giving two months' notice or salary in lieu thereof.

8. Your work location will be Chennai.

9. You are expected to conduct yourself with utmost professionalism in dealing with your mentor, team members, colleagues, clients, and customers and treat everyone with due respect.

10. Tivona Global is a start-up and we love people who like to go beyond the normal call of duty and can think out of the box. Surprise us with your passion, intelligence, creativity, and hard work – and expect appreciation & rewards to follow.

11. Have fun at what you do and do the right thing – both the principles are the core of what Tivona Global stands for and we expect you to imbibe them in your day today actions.

Synergy Scientific Services

New Paradigm of BioScience

Date: 02-03-2022

To,

Ms. B Gayatri
B.Tech - BioMedical Engineering
Bharath Institute of Higher Education and Research
Chennai.

Subject: Offer Letter

Dear **Gayatri,**

This has reference to your candidature and the subsequent campus interview you had with us. We are pleased to offer you the position of **Trainee Marketing Manager** in our organization based at the Oragadam location from **4th May 2022**. Please note the said joining date is subject to change considering the present pandemic situation.

BESMAK COMPONENTS PVT. LTD.

Your appointment as Trainee Marketing Manager is subject to attaining the required Educational qualification as prescribed by the company.

You will receive a remuneration of **2.5 Lakhs Per Annum in INR** during your probation period.

Our detailed letter containing terms and conditions will be given to you on your joining. Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Yours Faithfully,

For Synergy Scientific Services

Authorized Signatory **Agree and Accepted**

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1383356843
Applicant ID - 2147665663

March 9, 2022

G Manoj,
Bharti Vidyapeeth's Coll, Pune

Dear G Manoj,

On behalf of ICICI Bank, we take great pleasure in making you an offer to be part of Team ICICI Bank.

Please find enclosed our formal job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any further queries please feel free to contact at the below mentioned number and address:

E-Mail Address : ritesh.sharma@icicibank.com

Telephone No. 02239858106

Address

☐	ICICI Bank Limited. 6 h Floor,Trans Trade Centre, Near Floral Deck Plaza, SEEPZ, MIDC Andheri (E), Mumbai- 400 093.	☐	ICICI Bank Tower, Sth Floor, West Wing, 1-11-256, Street no.1, Begumpet, Hyderabad- 500 016.
☐	ICICI Bank Tower, NBCC Place, Bhisham Pitamah Marg, Pragati Vihar, New Delhi-110 001.	☐	ICICI Bank Limited. 2A, Gurusaday Road, Kolkata-700 019.

Yours sincerely,

RITESH SHARMA
ASSISTANT MANAGER

ICICI Bank

PRIVATE AND CONT-IDENTIAL

Reference No. - 1383356843
Applicant ID - 2147665663

March 9, 2022

G Manoj,
Bharti Vidyapeeth's Coll, Pune

Dear G Manoj,

We are pleased to make you an offer of appointment as Assistant Manager (Band I) in ICICI Bank. You will be placed in BRANCH BANKING at PUNE - KONDHWA MAIN ROAD_BR.

The details of your remuneration and benefits are given in Annexure attached.

The following are the terms and conditions of the appointment.

Commencemen Term:

n You shall be required to join our Bank on April 6, 2022.

n You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.

n On satisfactory completion of your probation you will be confirmed, in the services of the Bank in writing.

Other Terms and Conditions of Service:

n **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

n **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

G Manoj,
Bharti Vidyapeeth's Coll, Pune

- **Notice Period:** In case you decide to leave the Bank's services during the probation period, you will be required to give forty five days notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- Transfer: The Bank shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.

- Please note that during the course of your services with the Bank you cannot be a member of any anti social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

G Manoj,
Bharti Vidyapeeth's Coll, Pune

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Charge sheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.

- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Your services with the Bank are liable to be terminated.

  - Without assigning any reason and without giving any notice during probation period
  - At any time during your services with the Bank in the event of

    a) Any breach of the conditions mentioned in this letter on your part

    b) Any incorrect information furnished by you like: -

      - Mismatch in your previous employment data even for a day
      - Mismatch in your previous pay slip
      - Fake qualification certificates etc; and

    c) Suppression of any material information by you.

    d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

G Manoj,
Bharti Vidyapeeth's Coll, Pune

n **General:**

- n Your appointment and your continuation in employment are subject to your being found medically fit by a Bank appointed doctor and reference checks. and successful completion of your course and submission of your certificate and mark sheet within 3 months of joining.
- n You will be bound by the Rules and Regulations of the Bank.
- n You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

AKANKSHA JAIN
MANAGER

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

ICICI Bank

JOINING FORMALITIES

You are requested to bring the following documents/papers along with you on your joining date.

1. Original Education Certificates and mark sheets (Xth onwards) along with copies of it (Originals will be returned to you after verification).
2. Latest Curriculum Vitae.
3. Proof of Birth of self.
4. Two Passport size photographs.
5. Copy of appointment letter duly signed by you as acceptance of terms and conditions of appointment.
6. Proof of permanent address (Copies of Electricity Bill & Ration Card can be submitted).

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

Remuneration Details

Name : G Manoj,
Position: Assistant Manager (Band I)
Group: RETAIL BANKING GROUP

	Assistant Manager (Band I)	
	Monthly	Annual
Basic	8,000	96,000
HRA *	5,000	60,000
Conveyance Allowance	1,570	18,840
Superannuation Allowance "*	950	11,400
Leave Travel Allowance	1,000	12,000
Additional HRA	2,263	27,156
Lunch Allowance	800	9,600
Reimbursements		
Medical	1,250	15,000
Total	**20,833**	**2,50,000**

" Current HRA in case accommodation is not provided by the Company. HRA is dependant on class of city and will vary as per location.

** You have an option to join the Superannuation scheme and in such case 15% of your annual basic salary will be credited to the Superannuation Fund and the superannuation allowance will be withdrawn.

"** Company contribution towards PF is 12% and Gratuity is 8.33%

Performance Linked Retention Pay payout would be as per the policy of the Bank. Please note that there is no minimum guaranteed payout.

March 9, 2022

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1383356853
Applicant ID - 2147665673

March 9, 2022

Aarthika A,
Bharti Vidyapeeth's Coll, Pune

Dear Aarthika A,

On behalf of ICICI Bank, we take great pleasure in making you an offer to be part of Team ICICI Bank.

Please find enclosed our formal job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any further queries please feel free to contact at the below mentioned number and address:

E-Mail Address : ritesh.sharma@icicibank.com

Telephone No. 02239858106

Address

☐	ICICI Bank Limited. 6 h Floor,Trans Trade Centre, Near Floral Deck Plaza, SEEPZ, MIDC Andheri (E), Mumbai- 400 093.	☐	ICICI Bank Tower, Sth Floor, West Wing, 1-11-256, Street no.1, Begumpet, Hyderabad- 500 016.
☐	ICICI Bank Tower, NBCC Place, Bhisham Pitamah Marg, Pragati Vihar, New Delhi-110 001.	☐	ICICI Bank Limited. 2A, Gurusaday Road, Kolkata-700 019.

Yours sincerely,

RITESH SHARMA
ASSISTANT MANAGER

PRIVATE AND CONT-IDENTIAL

Reference No. - 1383356853
Applicant ID - 2147665673

March 9, 2022

Aarthika A,
Bharti Vidyapeeth's Coll, Pune

Dear Aarthika A,

We are pleased to make you an offer of appointment as Assistant Manager (Band I) in ICICI Bank. You will be placed in BRANCH BANKING at PUNE - KONDHWA MAIN ROAD_BR.

The details of your remuneration and benefits are given in Annexure attached.

The following are the terms and conditions of the appointment.

Commencemen Term:

- You shall be required to join our Bank on April 6, 2022.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation you will be confirmed, in the services of the Bank in writing.

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Aarthika A,
Bharti Vidyapeeth's Coll, Pune

- **Notice Period:** In case you decide to leave the Bank's services during the probation period, you will be required to give forty five days notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- Transfer: The Bank shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.

- Please note that during the course of your services with the Bank you cannot be a member of any anti social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

Aarthika A,
Bharti Vidyapeeth's Coll, Pune

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Charge sheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.

- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Your services with the Bank are liable to be terminated.

  - Without assigning any reason and without giving any notice during probation period
  - At any time during your services with the Bank in the event of

    a) Any breach of the conditions mentioned in this letter on your part

    b) Any incorrect information furnished by you like: -

      - Mismatch in your previous employment data even for a day
      - Mismatch in your previous pay slip
      - Fake qualification certificates etc; and

    c) Suppression of any material information by you.

    d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

Aarthika A,
Bharti Vidyapeeth's Coll, Pune

n **General:**

- n Your appointment and your continuation in employment are subject to your being found medically fit by a Bank appointed doctor and reference checks. and successful completion of your course and submission of your certificate and mark sheet within 3 months of joining.
- n You will be bound by the Rules and Regulations of the Bank.
- n You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

AKANKSHA JAIN
MANAGER

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

ICICI Bank

JOINING FORMALITIES

You are requested to bring the following documents/papers along with you on your joining date.

1. Original Education Certificates and mark sheets (Xth onwards) along with copies of it (Originals will be returned to you after verification).
2. Latest Curriculum Vitae.
3. Proof of Birth of self.
4. Two Passport size photographs.
5. Copy of appointment letter duly signed by you as acceptance of terms and conditions of appointment.
6. Proof of permanent address (Copies of Electricity Bill & Ration Card can be submitted).

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

Remuneration Details

Name : Aarthika A,
Position: Assistant Manager (Band I)
Group: RETAIL BANKING GROUP

	Assistant Manager (Band I)	
	Monthly	Annual
Basic	8,000	96,000
HRA *	5,000	60,000
Conveyance Allowance	1,570	18,840
Superannuation Allowance "*	950	11,400
Leave Travel Allowance	1,000	12,000
Additional HRA	2,263	27,156
Lunch Allowance	800	9,600
Reimbursements		
Medical	1,250	15,000
Total	**20,833**	**2,50,000**

" Current HRA in case accommodation is not provided by the Company. HRA is dependant on class of city and will vary as per location.

** You have an option to join the Superannuation scheme and in such case 15% of your annual basic salary will be credited to the Superannuation Fund and the superannuation allowance will be withdrawn.

"** Company contribution towards PF is 12% and Gratuity is 8.33%

Performance Linked Retention Pay payout would be as per the policy of the Bank. Please note that there is no minimum guaranteed payout.

March 9, 2022

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1383356863
Applicant ID - 2147665683

March 9, 2022

Ganapathy Karthici,
Bharti Vidyapeeth's Coll, Pune

Dear Ganapathy Karthici,

On behalf of ICICI Bank, we take great pleasure in making you an offer to be part of Team ICICI Bank.

Please find enclosed our formal job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any further queries please feel free to contact at the below mentioned number and address:

E-Mail Address : ritesh.sharma@icicibank.com

Telephone No. 02239858106

Address

☐	ICICI Bank Limited. 6 h Floor,Trans Trade Centre, Near Floral Deck Plaza, SEEPZ, MIDC Andheri (E), Mumbai- 400 093.	☐	ICICI Bank Tower, Sth Floor, West Wing, 1-11-256, Street no.1, Begumpet, Hyderabad- 500 016.
☐	ICICI Bank Tower, NBCC Place, Bhisham Pitamah Marg, Pragati Vihar, New Delhi-110 001.	☐	ICICI Bank Limited. 2A, Gurusaday Road, Kolkata-700 019.

Yours sincerely,

RITESH SHARMA
ASSISTANT MANAGER

ICICI Bank

PRIVATE AND CONT-IDENTIAL

Reference No. - 1383356863
Applicant ID - 2147665683

March 9, 2022

Ganapathy Karthici,
Bharti Vidyapeeth's Coll, Pune

Dear Ganapathy Karthici,

We are pleased to make you an offer of appointment as Assistant Manager (Band I) in ICICI Bank. You will be placed in BRANCH BANKING at PUNE - KONDHWA MAIN ROAD_BR.

The details of your remuneration and benefits are given in Annexure attached.

The following are the terms and conditions of the appointment.

Commencemen Term:

n You shall be required to join our Bank on April 6, 2022.

n You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.

n On satisfactory completion of your probation you will be confirmed, in the services of the Bank in writing.

Other Terms and Conditions of Service:

n **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

n **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Ganapathy Karthici,
Bharti Vidyapeeth's Coll, Pune

- **Notice Period:** In case you decide to leave the Bank's services during the probation period, you will be required to give forty five days notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- Transfer: The Bank shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.

- Please note that during the course of your services with the Bank you cannot be a member of any anti social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

Ganapathy Karthici,
Bharti Vidyapeeth's Coll, Pune

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Charge sheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.

- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Your services with the Bank are liable to be terminated.

  - Without assigning any reason and without giving any notice during probation period
  - At any time during your services with the Bank in the event of

    a) Any breach of the conditions mentioned in this letter on your part

    b) Any incorrect information furnished by you like: -

      - Mismatch in your previous employment data even for a day
      - Mismatch in your previous pay slip
      - Fake qualification certificates etc; and

    c) Suppression of any material information by you.

    d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

Ganapathy Karthici,
Bharti Vidyapeeth's Coll, Pune

n **General:**

- n Your appointment and your continuation in employment are subject to your being found medically fit by a Bank appointed doctor and reference checks. and successful completion of your course and submission of your certificate and mark sheet within 3 months of joining.
- n You will be bound by the Rules and Regulations of the Bank.
- n You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

AKANKSHA JAIN
MANAGER

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

ICICI Bank

JOINING FORMALITIES

You are requested to bring the following documents/papers along with you on your joining date.

1. Original Education Certificates and mark sheets (Xth onwards) along with copies of it (Originals will be returned to you after verification).
2. Latest Curriculum Vitae.
3. Proof of Birth of self.
4. Two Passport size photographs.
5. Copy of appointment letter duly signed by you as acceptance of terms and conditions of appointment.
6. Proof of permanent address (Copies of Electricity Bill & Ration Card can be submitted).

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

Remuneration Details

Name : Ganapathy Karthici,
Position: Assistant Manager (Band I)
Group: RETAIL BANKING GROUP

	Assistant Manager (Band I)	
	Monthly	Annual
Basic	8,000	96,000
HRA *	5,000	60,000
Conveyance Allowance	1,570	18,840
Superannuation Allowance "*	950	11,400
Leave Travel Allowance	1,000	12,000
Additional HRA	2,263	27,156
Lunch Allowance	800	9,600
Reimbursements		
Medical	1,250	15,000
Total	**20,833**	**2,50,000**

" Current HRA in case accommodation is not provided by the Company. HRA is dependant on class of city and will vary as per location.

** You have an option to join the Superannuation scheme and in such case 15% of your annual basic salary will be credited to the Superannuation Fund and the superannuation allowance will be withdrawn.

"** Company contribution towards PF is 12% and Gratuity is 8.33%

Performance Linked Retention Pay payout would be as per the policy of the Bank. Please note that there is no minimum guaranteed payout.

March 9, 2022

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1383356873
Applicant ID - 2147665693

March 9, 2022

Jagadeesh Katram,
Bharti Vidyapeeth's Coll, Pune

Dear Jagadeesh Katram,

On behalf of ICICI Bank, we take great pleasure in making you an offer to be part of Team ICICI Bank.

Please find enclosed our formal job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any further queries please feel free to contact at the below mentioned number and address:

E-Mail Address : ritesh.sharma@icicibank.com

Telephone No. 02239858106

Address

☐	ICICI Bank Limited. 6 h Floor,Trans Trade Centre, Near Floral Deck Plaza, SEEPZ, MIDC Andheri (E), Mumbai- 400 093.	☐	ICICI Bank Tower, Sth Floor, West Wing, 1-11-256, Street no.1, Begumpet, Hyderabad- 500 016.
☐	ICICI Bank Tower, NBCC Place, Bhisham Pitamah Marg, Pragati Vihar, New Delhi-110 001.	☐	ICICI Bank Limited. 2A, Gurusaday Road, Kolkata-700 019.

Yours sincerely,

RITESH SHARMA
ASSISTANT MANAGER

ICICI Bank

PRIVATE AND CONT-IDENTIAL

Reference No. - 1383356873
Applicant ID - 2147665693

March 9, 2022

Jagadeesh Katram,
Bharti Vidyapeeth's Coll, Pune

Dear Ganapathy Karthici,

We are pleased to make you an offer of appointment as Assistant Manager (Band I) in ICICI Bank. You will be placed in BRANCH BANKING at PUNE - KONDHWA MAIN ROAD_BR.

The details of your remuneration and benefits are given in Annexure attached.

The following are the terms and conditions of the appointment.

Commencemen Term:

n You shall be required to join our Bank on April 6, 2022.

n You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.

n On satisfactory completion of your probation you will be confirmed, in the services of the Bank in writing.

Other Terms and Conditions of Service:

n **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

n **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Jagadeesh Katram,
Bharti Vidyapeeth's Coll, Pune

- **Notice Period:** In case you decide to leave the Bank's services during the probation period, you will be required to give forty five days notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- Transfer: The Bank shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.

- Please note that during the course of your services with the Bank you cannot be a member of any anti social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

Jagadeesh Katram,
Bharti Vidyapeeth's Coll, Pune

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Charge sheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.

- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Your services with the Bank are liable to be terminated.

  - Without assigning any reason and without giving any notice during probation period
  - At any time during your services with the Bank in the event of

    a) Any breach of the conditions mentioned in this letter on your part

    b) Any incorrect information furnished by you like: -

      - Mismatch in your previous employment data even for a day
      - Mismatch in your previous pay slip
      - Fake qualification certificates etc; and

    c) Suppression of any material information by you.

    d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

Jagadeesh Katram,
Bharti Vidyapeeth's Coll, Pune

n **General:**

- n Your appointment and your continuation in employment are subject to your being found medically fit by a Bank appointed doctor and reference checks. and successful completion of your course and submission of your certificate and mark sheet within 3 months of joining.
- n You will be bound by the Rules and Regulations of the Bank.
- n You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

AKANKSHA JAIN
MANAGER

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

ICICI Bank

JOINING FORMALITIES

You are requested to bring the following documents/papers along with you on your joining date.

1. Original Education Certificates and mark sheets (Xth onwards) along with copies of it (Originals will be returned to you after verification).
2. Latest Curriculum Vitae.
3. Proof of Birth of self.
4. Two Passport size photographs.
5. Copy of appointment letter duly signed by you as acceptance of terms and conditions of appointment.
6. Proof of permanent address (Copies of Electricity Bill & Ration Card can be submitted).

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

Remuneration Details

Name : Jagadeesh Katram,
Position: Assistant Manager (Band I)
Group: RETAIL BANKING GROUP

	Assistant Manager (Band I)	
	Monthly	Annual
Basic	8,000	96,000
HRA *	5,000	60,000
Conveyance Allowance	1,570	18,840
Superannuation Allowance "*	950	11,400
Leave Travel Allowance	1,000	12,000
Additional HRA	2,263	27,156
Lunch Allowance	800	9,600
Reimbursements		
Medical	1,250	15,000
Total	**20,833**	**2,50,000**

" Current HRA in case accommodation is not provided by the Company. HRA is dependant on class of city and will vary as per location.

** You have an option to join the Superannuation scheme and in such case 15% of your annual basic salary will be credited to the Superannuation Fund and the superannuation allowance will be withdrawn.

"** Company contribution towards PF is 12% and Gratuity is 8.33%

Performance Linked Retention Pay payout would be as per the policy of the Bank. Please note that there is no minimum guaranteed payout.

March 9, 2022

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1383356883
Applicant ID - 2147665623

March 9, 2022

Yashvanth,
Bharti Vidyapeeth's Coll, Pune

Dear Yashvanth,

On behalf of ICICI Bank, we take great pleasure in making you an offer to be part of Team ICICI Bank.

Please find enclosed our formal job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any further queries please feel free to contact at the below mentioned number and address:

E-Mail Address : ritesh.sharma@icicibank.com

Telephone No. 02239858106

Address

☐	ICICI Bank Limited. 6 h Floor,Trans Trade Centre, Near Floral Deck Plaza, SEEPZ, MIDC Andheri (E), Mumbai- 400 093.	☐	ICICI Bank Tower, Sth Floor, West Wing, 1-11-256, Street no.1, Begumpet, Hyderabad- 500 016.
☐	ICICI Bank Tower, NBCC Place, Bhisham Pitamah Marg, Pragati Vihar, New Delhi-110 001.	☐	ICICI Bank Limited. 2A, Gurusaday Road, Kolkata-700 019.

Yours sincerely,

RITESH SHARMA
ASSISTANT MANAGER

ICICI Bank

PRIVATE AND CONT-IDENTIAL

Reference No. - 1383356883
Applicant ID - 2147665623

March 9, 2022

Yashvanth,
Bharti Vidyapeeth's Coll, Pune

Dear Yashvanth,

We are pleased to make you an offer of appointment as Assistant Manager (Band I) in ICICI Bank. You will be placed in BRANCH BANKING at PUNE - KONDHWA MAIN ROAD_BR.

The details of your remuneration and benefits are given in Annexure attached.

The following are the terms and conditions of the appointment.

Commencemen Term:

n You shall be required to join our Bank on April 6, 2022.

n You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.

n On satisfactory completion of your probation you will be confirmed, in the services of the Bank in writing.

Other Terms and Conditions of Service:

n **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

n **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

Yashvanth,
Bharti Vidyapeeth's Coll, Pune

- **Notice Period:** In case you decide to leave the Bank's services during the probation period, you will be required to give forty five days notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- Transfer: The Bank shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.

- Please note that during the course of your services with the Bank you cannot be a member of any anti social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

Yashvanth,
Bharti Vidyapeeth's Coll, Pune

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Charge sheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.

- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Your services with the Bank are liable to be terminated.

  - Without assigning any reason and without giving any notice during probation period
  - At any time during your services with the Bank in the event of

    a) Any breach of the conditions mentioned in this letter on your part

    b) Any incorrect information furnished by you like: -

      - Mismatch in your previous employment data even for a day
      - Mismatch in your previous pay slip
      - Fake qualification certificates etc; and

    c) Suppression of any material information by you.

    d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

Yashvanth,
Bharti Vidyapeeth's Coll, Pune

n **General:**

- n Your appointment and your continuation in employment are subject to your being found medically fit by a Bank appointed doctor and reference checks. and successful completion of your course and submission of your certificate and mark sheet within 3 months of joining.
- n You will be bound by the Rules and Regulations of the Bank.
- n You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

AKANKSHA JAIN
MANAGER

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

ICICI Bank

JOINING FORMALITIES

You are requested to bring the following documents/papers along with you on your joining date.

1. Original Education Certificates and mark sheets (Xth onwards) along with copies of it (Originals will be returned to you after verification).
2. Latest Curriculum Vitae.
3. Proof of Birth of self.
4. Two Passport size photographs.
5. Copy of appointment letter duly signed by you as acceptance of terms and conditions of appointment.
6. Proof of permanent address (Copies of Electricity Bill & Ration Card can be submitted).

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

Remuneration Details

Name : Yashvanth,
Position: Assistant Manager (Band I)
Group: RETAIL BANKING GROUP

	Assistant Manager (Band I)	
	Monthly	Annual
Basic	8,000	96,000
HRA *	5,000	60,000
Conveyance Allowance	1,570	18,840
Superannuation Allowance "*	950	11,400
Leave Travel Allowance	1,000	12,000
Additional HRA	2,263	27,156
Lunch Allowance	800	9,600
Reimbursements		
Medical	1,250	15,000
Total	**20,833**	**2,50,000**

" Current HRA in case accommodation is not provided by the Company. HRA is dependant on class of city and will vary as per location.

** You have an option to join the Superannuation scheme and in such case 15% of your annual basic salary will be credited to the Superannuation Fund and the superannuation allowance will be withdrawn.

"** Company contribution towards PF is 12% and Gratuity is 8.33%

Performance Linked Retention Pay payout would be as per the policy of the Bank. Please note that there is no minimum guaranteed payout.

March 9, 2022

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1383356893
Applicant ID - 2147665613

March 9, 2022

Galla Sudheer,
Bharti Vidyapeeth's Coll, Pune

Dear Galla Sudheer,

On behalf of ICICI Bank, we take great pleasure in making you an offer to be part of Team ICICI Bank.

Please find enclosed our formal job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any further queries please feel free to contact at the below mentioned number and address:

E-Mail Address : ritesh.sharma@icicibank.com

Telephone No. 02239858106

Address

☐	ICICI Bank Limited. 6 h Floor,Trans Trade Centre, Near Floral Deck Plaza, SEEPZ, MIDC Andheri (E), Mumbai- 400 093.	☐	ICICI Bank Tower, Sth Floor, West Wing, 1-11-256, Street no.1, Begumpet, Hyderabad- 500 016.
☐	ICICI Bank Tower, NBCC Place, Bhisham Pitamah Marg, Pragati Vihar, New Delhi-110 001.	☐	ICICI Bank Limited. 2A, Gurusaday Road, Kolkata-700 019.

Yours sincerely,

RITESH SHARMA
ASSISTANT MANAGER

ICICI Bank

PRIVATE AND CONT-IDENTIAL

Reference No. - 1383356893
Applicant ID - 2147665613

March 9, 2022

Galla Sudheer,
Bharti Vidyapeeth's Coll, Pune

Dear Galla Sudheer,

We are pleased to make you an offer of appointment as Assistant Manager (Band I) in ICICI Bank. You will be placed in BRANCH BANKING at PUNE - KONDHWA MAIN ROAD_BR.

The details of your remuneration and benefits are given in Annexure attached.

The following are the terms and conditions of the appointment.

Commencemen Term:

n You shall be required to join our Bank on April 6, 2022.

n You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.

n On satisfactory completion of your probation you will be confirmed, in the services of the Bank in writing.

Other Terms and Conditions of Service:

n **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

n **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Galla Sudheer,
Bharti Vidyapeeth's Coll, Pune

- **Notice Period:** In case you decide to leave the Bank's services during the probation period, you will be required to give forty five days notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- Transfer: The Bank shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.

- Please note that during the course of your services with the Bank you cannot be a member of any anti social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

Galla Sudheer,
Bharti Vidyapeeth's Coll, Pune

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Charge sheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.

- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Your services with the Bank are liable to be terminated.

  - Without assigning any reason and without giving any notice during probation period
  - At any time during your services with the Bank in the event of

    a) Any breach of the conditions mentioned in this letter on your part

    b) Any incorrect information furnished by you like: -

      - Mismatch in your previous employment data even for a day
      - Mismatch in your previous pay slip
      - Fake qualification certificates etc; and

    c) Suppression of any material information by you.

    d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

Galla Sudheer,
Bharti Vidyapeeth's Coll, Pune

n **General:**

- n Your appointment and your continuation in employment are subject to your being found medically fit by a Bank appointed doctor and reference checks. and successful completion of your course and submission of your certificate and mark sheet within 3 months of joining.
- n You will be bound by the Rules and Regulations of the Bank.
- n You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

AKANKSHA JAIN
MANAGER

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

ICICI Bank

JOINING FORMALITIES

You are requested to bring the following documents/papers along with you on your joining date.

1. Original Education Certificates and mark sheets (Xth onwards) along with copies of it (Originals will be returned to you after verification).
2. Latest Curriculum Vitae.
3. Proof of Birth of self.
4. Two Passport size photographs.
5. Copy of appointment letter duly signed by you as acceptance of terms and conditions of appointment.
6. Proof of permanent address (Copies of Electricity Bill & Ration Card can be submitted).

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

Remuneration Details

Name : Galla Sudheer,
Position: Assistant Manager (Band I)
Group: RETAIL BANKING GROUP

	Assistant Manager (Band I)	
	Monthly	Annual
Basic	8,000	96,000
HRA *	5,000	60,000
Conveyance Allowance	1,570	18,840
Superannuation Allowance "*	950	11,400
Leave Travel Allowance	1,000	12,000
Additional HRA	2,263	27,156
Lunch Allowance	800	9,600
Reimbursements		
Medical	1,250	15,000
Total	**20,833**	**2,50,000**

" Current HRA in case accommodation is not provided by the Company. HRA is dependant on class of city and will vary as per location.

** You have an option to join the Superannuation scheme and in such case 15% of your annual basic salary will be credited to the Superannuation Fund and the superannuation allowance will be withdrawn.

"** Company contribution towards PF is 12% and Gratuity is 8.33%

Performance Linked Retention Pay payout would be as per the policy of the Bank. Please note that there is no minimum guaranteed payout.

March 9, 2022

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1383356803
Applicant ID - 2147665633

March 9, 2022

Vishnu V,
Bharti Vidyapeeth's Coll, Pune

Dear Vishnu V,

On behalf of ICICI Bank, we take great pleasure in making you an offer to be part of Team ICICI Bank.

Please find enclosed our formal job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any further queries please feel free to contact at the below mentioned number and address:

E-Mail Address : ritesh.sharma@icicibank.com

Telephone No. 02239858106

Address

☐	ICICI Bank Limited. 6 h Floor,Trans Trade Centre, Near Floral Deck Plaza, SEEPZ, MIDC Andheri (E), Mumbai- 400 093.	☐	ICICI Bank Tower, Sth Floor, West Wing, 1-11-256, Street no.1, Begumpet, Hyderabad- 500 016.
☐	ICICI Bank Tower, NBCC Place, Bhisham Pitamah Marg, Pragati Vihar, New Delhi-110 001.	☐	ICICI Bank Limited. 2A, Gurusaday Road, Kolkata-700 019.

Yours sincerely,

RITESH SHARMA
ASSISTANT MANAGER

ICICI Bank

PRIVATE AND CONT-IDENTIAL

Reference No. - 1383356803
Applicant ID - 2147665633

March 9, 2022

Vishnu V,
Bharti Vidyapeeth's Coll, Pune

Dear Vishnu V,

We are pleased to make you an offer of appointment as Assistant Manager (Band I) in ICICI Bank. You will be placed in BRANCH BANKING at PUNE - KONDHWA MAIN ROAD_BR.

The details of your remuneration and benefits are given in Annexure attached.

The following are the terms and conditions of the appointment.

Commencemen Term:

n You shall be required to join our Bank on April 6, 2022.

n You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.

n On satisfactory completion of your probation you will be confirmed, in the services of the Bank in writing.

Other Terms and Conditions of Service:

n **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

n **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Vishnu V,
Bharti Vidyapeeth's Coll, Pune

- **Notice Period:** In case you decide to leave the Bank's services during the probation period, you will be required to give forty five days notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- Transfer: The Bank shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.

- Please note that during the course of your services with the Bank you cannot be a member of any anti social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

Vishnu V,
Bharti Vidyapeeth's Coll, Pune

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Charge sheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.

- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Your services with the Bank are liable to be terminated.

  - Without assigning any reason and without giving any notice during probation period
  - At any time during your services with the Bank in the event of

    a) Any breach of the conditions mentioned in this letter on your part

    b) Any incorrect information furnished by you like: -

      - Mismatch in your previous employment data even for a day
      - Mismatch in your previous pay slip
      - Fake qualification certificates etc; and

    c) Suppression of any material information by you.

    d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

Vishnu V,
Bharti Vidyapeeth's Coll, Pune

n **General:**

- n Your appointment and your continuation in employment are subject to your being found medically fit by a Bank appointed doctor and reference checks. and successful completion of your course and submission of your certificate and mark sheet within 3 months of joining.
- n You will be bound by the Rules and Regulations of the Bank.
- n You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

AKANKSHA JAIN
MANAGER

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

ICICI Bank

JOINING FORMALITIES

You are requested to bring the following documents/papers along with you on your joining date.

1. Original Education Certificates and mark sheets (Xth onwards) along with copies of it (Originals will be returned to you after verification).
2. Latest Curriculum Vitae.
3. Proof of Birth of self.
4. Two Passport size photographs.
5. Copy of appointment letter duly signed by you as acceptance of terms and conditions of appointment.
6. Proof of permanent address (Copies of Electricity Bill & Ration Card can be submitted).

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

Remuneration Details

Name : Vishnu V,
Position: Assistant Manager (Band I)
Group: RETAIL BANKING GROUP

	Assistant Manager (Band I)	
	Monthly	Annual
Basic	8,000	96,000
HRA *	5,000	60,000
Conveyance Allowance	1,570	18,840
Superannuation Allowance "*	950	11,400
Leave Travel Allowance	1,000	12,000
Additional HRA	2,263	27,156
Lunch Allowance	800	9,600
Reimbursements		
Medical	1,250	15,000
Total	**20,833**	**2,50,000**

" Current HRA in case accommodation is not provided by the Company. HRA is dependant on class of city and will vary as per location.

** You have an option to join the Superannuation scheme and in such case 15% of your annual basic salary will be credited to the Superannuation Fund and the superannuation allowance will be withdrawn.

"** Company contribution towards PF is 12% and Gratuity is 8.33%

Performance Linked Retention Pay payout would be as per the policy of the Bank. Please note that there is no minimum guaranteed payout.

March 9, 2022

ICICI Bank Limited
HRMG, 6th Floor
Trans Trade Center
Near Floral Deck Plaza
Seepz MIDC, Andheri (East)
Mumbai 400 093

Tel. : (022) 39757152
Fax : (022) 39858016
Website www.icicibank.com

Regd. Office : "Landmark", Race Course Circle, Vadodara 390007.
Corp. Office : ICICI Bank Towers, Bandra-Kurla Complex, Mumbai 400051, India.

HEALTH WATCH

Dated: 22-02-2022

Mr. Akhil
Bharath University,
Chennai – 600 073.

Sub: Appointment for the post of **Business Development Executive**.

This has reference to your application for employment and subsequent interview, the Management is pleased to appoint you as **Business Development Executive** on a salary of **Rs.2,46,000** per annum with effect from **04-05-2022**.

Your appointment is subject to the following:

TERMS AND CONDITIONS OF APPOINTMENT:

Probation/Confirmation
You will initially be on probation, for twelve months, which may be extended or reduced at the sole discretion of the Management. The appointment is terminable either by the Management or by you without any notice or payment in lieu thereof, during this period. On completion of the probation period, till such time that you are intimated in writing about your confirmation, you will be on probation.

Medical Fitness

Your appointment is subject to:

The Management having the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job.

General

(a) You will be subject to the Rules and Regulations of the Company and the service conditions as are in force at present or as may be introduced or amended or extended or rescinded from time to time.

(b) You will inform, in writing, to the Management any change of address within a week from the change of the same, failing which any communication sent to your last known address shall be deemed to have been served on you.

Kindly return one copy of this letter duly signed by you as a token of your acceptance of our offer.

For Health Watch

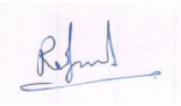

General Manager-HR

HEALTH WATCH

Dated: 22-02-2022

Ms. S Mounika
Bharath University,
Chennai – 600 073.

Sub: Appointment for the post of **Business Development Executive**.

This has reference to your application for employment and subsequent interview, the Management is pleased to appoint you as **Business Development Executive** on a salary of **Rs.2,46,000** per annum with effect from **04-05-2022**.

Your appointment is subject to the following:

TERMS AND CONDITIONS OF APPOINTMENT:

Probation/Confirmation
You will initially be on probation, for twelve months, which may be extended or reduced at the sole discretion of the Management. The appointment is terminable either by the Management or by you without any notice or payment in lieu thereof, during this period. On completion of the probation period, till such time that you are intimated in writing about your confirmation, you will be on probation.

Medical Fitness

Your appointment is subject to:

The Management having the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job.

General

(a) You will be subject to the Rules and Regulations of the Company and the service conditions as are in force at present or as may be introduced or amended or extended or rescinded from time to time.

(b) You will inform, in writing, to the Management any change of address within a week from the change of the same, failing which any communication sent to your last known address shall be deemed to have been served on you.

Kindly return one copy of this letter duly signed by you as a token of your acceptance of our offer.

For Health Watch

General Manager-HR

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Naveen

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Naveen**

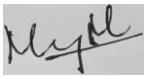

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Naveen

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Naveen**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Naveen**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Thammaneni Naveen **Date Of Joining : 02-Feb-2022**
Designation : Online Tutor **Location : Coimbatore Trichy Road**

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature **Employee Signature**

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Katta Tejakrishna

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Katta Tejakrishna**

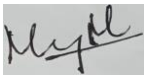

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Katta Tejakrishna

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Katta Tejakrishna**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Katta Tejakrishna**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Katta Tejakrishna
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Bodanapati Srinadh

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Bodanapati Srinadh**

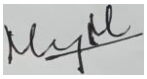

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Bodanapati Srinadh

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Bodanapati Srinadh**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Bodanapati Srinadh**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Bodanapati Srinadh
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Lakshmi Narayana

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Lakshmi Narayana**

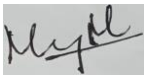

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Lakshmi Narayana

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Lakshmi Narayana**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Lakshmi Narayana**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Lakshmi Narayana
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Nikhil Sai

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Nikhil Sai**

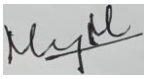

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Nikhil Sai

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Nikhil Sai**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Nikhil Sai**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Nikhil Sai
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Budamguntla Brahmarao

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Budamguntla Brahmarao**

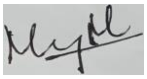

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Budamguntla Brahmarao

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Budamguntla Brahmarao**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Budamguntla Brahmarao**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name . Budamguntla Brahmarao
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear A Sainikhil

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : A Sainikhil**

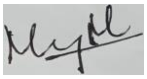

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and A Sainikhil

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : A Sainikhil**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : A Sainikhil**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name . A Sainikhil
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Niranjan A

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Niranjan A**

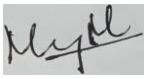

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Niranjan A

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Niranjan A**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Niranjan A**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Niranjan A
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Pulivarthi Maheshbabu

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Pulivarthi Maheshbabu**

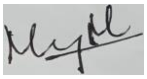

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Pulivarthi Maheshbabu

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Pulivarthi Maheshbabu**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Pulivarthi Maheshbabu**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Pulivarthi Maheshbabu
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Kilari Sujan

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Kilari Sujan**

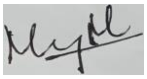

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Kilari Sujan

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Kilari Sujan**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Kilari Sujan**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Kilari Sujan
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Tanuj Sai

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Tanuj Sai**

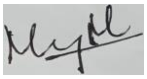

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Tanuj Sai

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Tanuj Sai**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Tanuj Sai**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Tanuj Sai
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Bandla Gineesh

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Bandla Gineesh**

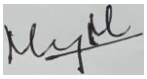

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Bandla Gineesh

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Bandla Gineesh**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Bandla Gineesh**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Bandla Gineesh
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Yekambaram Gangadhar

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Yekambaram Gangadhar**

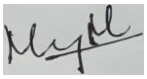

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Yekambaram Gangadhar

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Yekambaram Gangadhar**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Yekambaram Gangadhar**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Yekambaram Gangadhar
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear P Charishma

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : P Charishma**

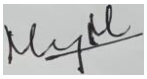

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and P Charishma

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : P Charishma**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : P Charishma**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : P Charishma
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

FOCUS EDUMATICS
ACCELERATING TRANSFORMATION

Dear Dilip Kosireddy

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Dilip Kosireddy**

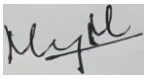

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Dilip Kosireddy

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Dilip Kosireddy**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Dilip Kosireddy**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Dilip Kosireddy
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

FOCUS EDUMATICS
ACCELERATING TRANSFORMATION

Dear Alikepalli Siva Kotireddy

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Alikepalli Siva Kotireddy**

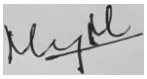

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Alikepalli Siva Kotireddy

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Alikepalli Siva Kotireddy**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Alikepalli Siva Kotireddy**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Alikepalli Siva Kotireddy
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Bandla Sai Krishna

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Bandla Sai Krishna**

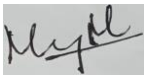

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Bandla Sai Krishna

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Bandla Sai Krishna**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Bandla Sai Krishna**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Bandla Sai Krishna
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear G Raja Narendra

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : G Raja Narendra**

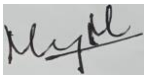

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and G Raja Narendra

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : G Raja Narendra**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : G Raja Narendra**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : G Raja Narendra
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Sanga Anilkumar

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Sanga Anilkumar**

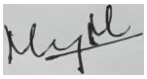

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Sanga Anilkumar

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Sanga Anilkumar**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Sanga Anilkumar**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Sanga Anilkumar
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Nagasaikumar Varikuti

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Nagasaikumar Varikuti**

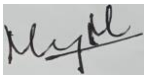

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Nagasaikumar Varikuti

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Nagasaikumar Varikuti**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Nagasaikumar Varikuti**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Nagasaikumar Varikuti
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Lohit Kumar Diwan

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Lohit Kumar Diwan**

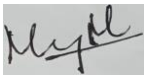

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Lohit Kumar Diwan

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Lohit Kumar Diwan**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Lohit Kumar Diwan**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Lohit Kumar Diwan
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Kappa Venkatapathiraju

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Kappa Venkatapathiraju**

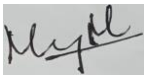

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Kappa Venkatapathiraju

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Kappa Venkatapathiraju**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Kappa Venkatapathiraju**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Kappa Venkatapathiraju
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Veerendra Reddy

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Veerendra Reddy**

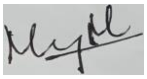

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Veerendra Reddy

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Veerendra Reddy**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Veerendra Reddy**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Veerendra Reddy
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear K Siddu Srinivas

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : K Siddu Srinivas**

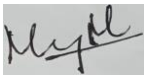

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and K Siddu Srinivas

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : K Siddu Srinivas**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : K Siddu Srinivas**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : K Siddu Srinivas
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

Dear Irfanhussain

Sub: Letter of Appointment

We are pleased to confirm your offer for the position of **Online Tutor** with a start date from **02-Feb-2022** on the following terms and conditions:

Your total compensation will be **Rs. 240000/ - (Two Lakh Forty Thousand Only)** per annum on the Cost to the Company (CTC). A detailed breakdown of your CTC is set out in Annexure 1.

In addition, a one-time training stipend of **Rs. 8000/- (Eight Thousand Only)** will be paid to you along with your **2nd-month salary**.

Your take-home salary may vary at the time of joining as well as during the course of your employment with us, depending on the revisions in the PF / ESI statutory regulations set by the State / Central Government from time to time. Your services are liable for transfer / deputation to any place in India /Abroad. In case of your transfer/ deputation, a separate letter of deputation will be issued.

By signing this document, you agree to be associated with the Company for a minimum period of 1 year from the Date of Joining. If you want to opt for an earlier separation for any reason, you can do so by paying a minimum of two-month gross salary drawn by you at the time of separation. After completion of your one year of service, if you want to opt for separation, you can do so by issuing a two-month notice to the Company.

You will be on probation for 6 months, after which you will receive a confirmation letter based on your performance. During the period of your probation, this contract can be terminated either by the company without any notice or by you with a one-month notice to the Company. The Company also reserves the right to extend the probation period.

During the period of your tenure with the company, you will not engage yourself in any other work or assignment or employment or act in any way detrimental to the interest of the company. You will not make any statement to the press or media or contribute article/s to the press or media without prior permission of the company.

Please produce the softcopies of your school leaving and degree certificates at the time of your joining for our verification. In case you are joining from another Company, please bring a copy of your service certificate and the relieving letter. The “Employment Agreement” of the company currently in force, and as amended from time to time, will govern you. You will sign a “Non-Solicitation and Confidentiality Agreement” and be bound by the same during the period of your employment with the company. Any disclosure of confidential information will be considered as a criminal breach of trust. You shall be entitled to leaves as per the Company policy. The Company at its discretion reserves the right to amend, abolish whole or part of this letter with / without assigning any reasons thereof.

The Company in due course will advise you to enroll yourself in NSR (National Skill Registry) and you are required to do so within the time frame provided for the purpose.

Kindly sign the copy of this letter and return it as token of your acceptance. We look forward to welcoming you into our family for a long, mutually beneficial and enriching experience.

Thank You,
Yours sincerely,
For Focus Edumatics Private Limited,

I have read the terms and conditions as per the Letter of Appointment issued to me and accept the same and have joined duty with effect from **02-Feb-2022**.

Mary

Authorised Signatory **Name : Irfanhussain**

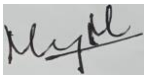

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

EMPLOYMENT AGREEMENT

Agreement made on this day of **02-Feb-2022** by and between Focus Edumatics Private Limited., Coimbatore and Irfanhussain

In consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree as follows:

1. Term of Employment: Subject to the provisions of Paragraphs 5 and 7 herein, the Company hereby agrees to employ the Employee and the Employee hereby agrees to be employed by the Company commencing on **02-Feb-2022**.

2. Salary: The Company shall pay Employee salary and benefits as per letter of appointment for the services of the Employee, payable at regular payroll periods.

3. Employee Restrictions: The employee shall not use office address as his personal address for communication by his credit card issuer or his bankers or his telephone/mobile phone service provider, insurance etc., or for his any other personal obligations/engagements/subscriptions or in any other manner whatsoever. The employee agrees to and thereby indemnifies the company for any costs incurred to protect itself from any claims or suits arising out of misuse/default of these terms and conditions in any manner.

4. Duties and Position: The Company hires the Employee in the capacity of "Online Tutor" and the Employee's duties may be reasonably modified at the Company's discretion from time to time and depending upon the performance of the employee.

5. Non Disclosure: The Employee acknowledges that the Company maintains and continues to maintain and use commercially valuable proprietary personal, financial, technical and non-technical information, which is vital to the success of the Company's business. The Company employs the Employee in a capacity in which he may become acquainted with such information and in order to guard the legitimate interest of the Company, it is necessary to protect such information by holding it secret and confidential. Therefore the Employee will at no time during the period of his employment with the Company or at any time thereafter, disclose or provide such information to any other individual, company or corporation. Any disclosure of confidential information will be considered, as criminal breach of trust and legal action will be taken accordingly.

6. Inventions: It is hereby, expressly agreed that any process or procedure or invention or software package /module/application/innovation developed or improved or modified in any way whatsoever, by the employee while being in employment with Focus Edumatics, shall always remain intellectual property of the company and the employee shall not claim any right on the same nor shall divulge or disclose the new findings or developments or modifications described above and shall be bound by the above terms in respect of such invention or development of any nature whatsoever. It is never the intention of the employee to claim any IPR or patents or trademarks for any work developed/invented or improvised/modified while in employment with Focus Edumatics.

7. Non-Solicitation: The employee acknowledges that other employees of the company are important for the business of the company and undertakes that during the employment and for a period of three years after the termination of employees employment with the company, he/she will not approach, influence, induce, suggest, tempt the other employees of the company to break away or leave their employment with the company for any reason whatsoever and any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

8. Term and security: The Employee has agreed to work for a minimum term of 1 year from the date of commencement of this agreement. Should you quit the company or get terminated for breach of Company's Moral Code of Conduct before the lapse of 1 year term then the Employee shall compensate with 2 months of gross salary drawn.

9. Termination: Upon termination of employment, the Employee will forthwith deliver to the company all literature, documents, data, order forms, pricelists, memoranda, correspondence, customer and lists, records, parts, equipments, manuals, materials, samples, sales invoices, cards, computer programs, records and information acquired of the company or coming to the knowledge and custody of the Employee in connection with the Employee's activities as an Employee of the Company. The appointment letter governs the condition of termination with and without causes.

10. Assistance in Litigation: The Employee shall, upon reasonable notice, furnish such information and proper assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after employment.

11. Effect of Prior Agreements: This agreement supersedes any prior agreement between the Company or any predecessor of the Company and the Employee, except that this agreement shall not affect or operate to reduce any benefit or compensation inuring to the Employee of a kind elsewhere provided and not expressly provided in this agreement.

12. Limited Effect of Waiver by Company: The failure of the Company to insist upon strict performance of any of the provisions of this agreement shall not be construed as a waiver of any subsequent breach of the same or similar nature.

13. Severability: If, for any reason, any provision of this agreement is held invalid, all other provisions of this agreement shall remain in effect. If this agreement is held invalid or cannot be enforced, then to the full extent permitted by law any prior agreement between the Company (or any predecessor thereof) and the Employee shall be deemed reinstated as if this agreement had not been executed.

14. Benefits: This agreement shall be binding upon and inure to the benefit of the Company's successors and assignees.

15. Confidentiality Contract: The Confidentiality Contract attached hereto is incorporated by reference.

16. Entire Agreement: The foregoing agreement represents the entire agreement between the parties, and all representations, agreements, contracts and undertakings prior to or contemporaneous with the execution of this agreement are merged herein. This agreement may be modified, amended or extended only by an agreement in writing, signed by both parties, with the same formality as this agreement.

For Focus Edumatics Private Limited

I have read the preceding employment agreement, and the ramifications of this agreement have been fully explained to me and understood by me. I further agree, without reservations, to adhere to this agreement.

Mary

Authorised Signatory **Name : Irfanhussain**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018

#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002

No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

NON - SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge:

(a) That in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business;

(b) That I will occupy a position of trust and confidence with respect to such Confidential Information;

(c) That the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and

(d) That such Confidential Information that I may acquire or to which I may have access is of great value to the Company.

2. I will not, during my employment or thereafter, remove or transfer physically, electronically, or in any other way any Confidential Information, directly or indirectly, (or any copy thereof) from premises or property owned, used, or leased by the Company, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designate authorized by the Company, and I shall retain no copies thereof.

3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except:

(a) As is required in the course of my duties for the Company and as is necessary for me to perform my duties; or

(b) If I have received advance written consent from the Reporting Manager or other designate authorized by the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.

2. I agree that, during my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company:

(a) Provide, or directly assist in the provision of, any Competitive Services or Products to any Client or Prospective Client (as defined below);

(b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or

(c) Solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, or provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in India where the Company has carried out business/service in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located after I cease to be employed by the Company.

4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.

FOCUS EDUMATICS CONFIDENTIAL

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business/service of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company.

I hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently possess during the tenure of my employment by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, "First ownership" as defined in the Indian Copyright Act, 1957 (or equivalent local legislation as applicable), I agree to waive all rights (including "moral rights") in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company's business (including the Company's actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. If I am authorized by the Company to the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

"Company" means Focus Edumatics Private Limited., its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term "affiliate" means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with Focus Edumatics Private Limited.

1. "Competitive Service or Product" means any service or product that satisfies both of the following criteria:

(a) Is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and

(b) Is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.

2. "Client" means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during my employment. "Prospective Client" means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during my employment. "Client" shall not include any person or entity that acted only as a referral source for the Company during my employment.

3. "Solicit" and "Solicitation" (with respect to Clients Employees or Prospective Clients Employees) means directly or indirectly, and without the Company's written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client and Employees':

(a) Surrender, redeem or terminate a product, service or relationship with the Company;

(b) Obtain any Competitive Service or Product from me or any third party; or

FOCUS EDUMATICS CONFIDENTIAL

(c) Transfer a product, service or relationship from the Company to you or any third party.

(d) Influence, induce, coerce, suggest, tempt other employees of the company to quit the company for any reason whatsoever.

NOTE: Any act knowingly or unknowingly committed by the employee in violation of their undertaking, will be entitled for legal, civil and criminal claims from the company.

4. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to:

- Client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and PAN or Aadhaar numbers or other Government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential;

- Corporate strategies, and business, marketing and/or strategic plans;

- Business procedures and methods, computer data, software, and system designs of the Company;

- All personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and

- All information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).

5. Restricted Person” means any person of Manager level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) during my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment unless otherwise it is relaxed by the Reporting Manager (in writing). I agree that the Company may contact my prospective employer regarding my obligations under this Agreement.

2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period ofthe restrictions in this Agreement shall bereduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.

3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.

4. I understand and acknowledge that if I transfer positions or locations between or among Focus’ subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns.

FOCUS EDUMATICS CONFIDENTIAL

This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

for Focus Edumatics Private Limited.,

Mary

Authorised Signatory **Name : Irfanhussain**

HR Signature **Employee Signature**

Date :

Place : Coimbatore Trichy Road

FOCUS EDUMATICS CONFIDENTIAL

Focus Edumatics Private Limited

No.1605, 3rd Floor, BMH –Srinivas Complex, Trichy Road, Coimbatore - 641018
#978, Raj Chambers, 1st and 2nd Floor, Thadagam Main Road, R S Puram West, Coimbatore - 641002
No.4, DVP Towers, Kalapatti Main Road, Nehru Nagar West, Civil Aerodrome Post, Coimbatore - 641014

COMPENSATION AND BENEFITS

Name : Irfanhussain
Date Of Joining : 02-Feb-2022
Designation : Online Tutor
Location : Coimbatore Trichy Road

Salary Heads	Monthly	Yearly
A. Monthly Earnings		
Basic	11431	137172
House Rent Allowance	4272	51264
Conveyance	1333	15996
Statutory Bonus	786	9432
Monthly Gross Earnings (A)	**17822**	**213864**
B. Monthly Deduction		
EPF Employee Share	1132	13584
ESI Employee Share	115	1380
Professional Tax	208	2496
Total Deductions (B)	**1455**	**17460**
Net Salary (A – B)	**13867**	**166404**
C. Statutory/Other Share of Employer		
EPF Employer Share	1226	14712
ESI Employer Share	498	5976
Gratuity	454	5448
Statutory Total (C)	**2178**	**26136**
Total CTC (A + C)	**20000**	**240000**

- All Salary components are calculated on pro rata basis.
- Payment of perquisites, allowances and reimbursements any other salary payments shall be subject to provisions of Income Tax, Professional Tax and any other statutory deductions as applicable in accordance with the laws prevailing from time to time. Professional Tax will vary from state to State as per the prescribed slab and will be deducted monthly in Karnataka &Panjab and where as in Tamil Nadu it is half yearly deduction.
- The Employer Shares are invisible in the Payslip, as these are not a Directly Payable Components to the employees.
- Gratuity is Payable to the employees who have completed 5 years of continuous Service on Payroll and is paid at the time of separation.

HR Signature

Employee Signature

INNOV™
YOUR PEOPLE PARTNER

Dated: 22-02-2022

Mr. Jashwant Gupta
Bharath University,
Chennai – 600 073.

Sub: Appointment for the post of **Junior Site Engineer**.

This has reference to your application for employment and subsequent interview, the Management is pleased to appoint you as **Junior Site Engineer** on a salary of **Rs.2.2 LPA** with effect from **04-05-2022**.

Your appointment is subject to the following:

TERMS AND CONDITIONS OF APPOINTMENT:

Probation/Confirmation
You will initially be on probation, for twelve months, which may be extended or reduced at the sole discretion of the Management. The appointment is terminable either by the Management or by you without any notice or payment in lieu thereof, during this period. On completion of the probation period, till such time that you are intimated in writing about your confirmation, you will be on probation.

Medical Fitness

Your appointment is subject to:

The Management having the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job.

General

(a) You will be subject to the Rules and Regulations of the Company and the service conditions as are in force at present or as may be introduced or amended or extended or rescinded from time to time.

(b) You will inform, in writing, to the Management any change of address within a week from the change of the same, failing which any communication sent to your last known address shall be deemed to have been served on you.

Kindly return one copy of this letter duly signed by you as a token of your acceptance of our offer.

For Rahul

General Manager-HR

INNOV™
YOUR PEOPLE PARTNER

Dated: 22-02-2022

Ms. Anant Kumar
Bharath University,
Chennai – 600 073.

Sub: Appointment for the post of **Junior Site Engineer**.

This has reference to your application for employment and subsequent interview, the Management is pleased to appoint you as **Junior Site Engineer** on a salary of **Rs.2.2 LPA** with effect from **04-05-2022**.

Your appointment is subject to the following:

TERMS AND CONDITIONS OF APPOINTMENT:

Probation/Confirmation
You will initially be on probation, for twelve months, which may be extended or reduced at the sole discretion of the Management. The appointment is terminable either by the Management or by you without any notice or payment in lieu thereof, during this period. On completion of the probation period, till such time that you are intimated in writing about your confirmation, you will be on probation.

Medical Fitness

Your appointment is subject to:

The Management having the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job.

General

(a) You will be subject to the Rules and Regulations of the Company and the service conditions as are in force at present or as may be introduced or amended or extended or rescinded from time to time.

(b) You will inform, in writing, to the Management any change of address within a week from the change of the same, failing which any communication sent to your last known address shall be deemed to have been served on you.

Kindly return one copy of this letter duly signed by you as a token of your acceptance of our offer.

For Rahul

General Manager-HR

paisabazaar.com
EMI Ko Banao LMI

Paisabazaar Marketing and Consulting Pvt Ltd

Employee Name: Ruthick Parveez Shaikh Tapa

Date of Joining / Revision: 13-Dec-2021

Break-up of various components of Salary

Total Employer CTC: 210,000

Salary Head	Yearly	Monthly
Earnings		
Basic	124,028	10,336
HRA	61,089	5,091
Special Allowance	-	-
Performance Variable Pay***	-	-
Gross Salary	**185,117**	**15,427**
Deduction		
PF Employee's Contribution	14,883	1,240
ESI Employee's Contribution	1,388	116
LWF	300	25
Net Pay	**168,545**	**14,046**
Employer Contibutions:		
PF Employer's Contribution	**14,883**	1,240
Statutory Bonus**	**10,000**	833
Total Employer CTC	**210,000**	**17,500**

Monthly Salary Payout	14,046
(After PF, ESI, but before Income tax & PT deduction)	
LWF Deduction applicable Montly Basis only.	
*Statutory Bonus**, payable annually*	833
*Performance Variable Pay***, Payable annually*	-
Total Payout Accrual for a full month	***14,879***

** Statutory Bonus will be paid as per government guidelines

*** *Performance Variable Pay, if any, would be paid on annual basis and will be Subject to performance review in accordance with the company policy; It would not be paid for the current eligibilty when employee resign*

Additional Benefits

*You will be entitled to payment of Gratuity after 5 years of continuous service with the company. Gratuity will be paid out in accordance with the payment of Gratuity Act 1972.

You will be covered under the Group Medical Cover as per applicable Company Policies.

Scanned by CamScanner

Date: 02-03-2022

To,

Ms. Satishkumar Reddy Burri
B.Tech - Computer Science Engineering
Bharath Institute of Higher Education and Research
Chennai.

Subject: Offer Letter

Dear **Satishkumar Reddy Burri,**

This has reference to your candidature and the subsequent campus interview you had with us. We are pleased to offer you the position of **Trainee Engineer** in our organization based at the Chennai location from **4th May 2022**. Please note the said joining date is subject to change considering the present pandemic situation.

Your appointment as **Trainee Engineer** is subject to attaining the required Educational qualification as prescribed by the company.

You will receive a remuneration of **2.5 Lakhs Per Annum in INR** during your probation period.

Our detailed letter containing terms and conditions will be given to you on your joining. Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Yours Faithfully,

For Nitin Dipt Prakash

Vice President - Human Resources

Acknowledged and agreed

Satishkumar Reddy

Date:

PENTAGON SPACE™
Mastering The Future

CSR Campus Drive - 2022

Dear **Lokanath Munagala,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on JAVA FULL STACK COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry standard course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average salary package would be ranging from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name:

College Name:

Branch:

USN/ Reg Number:

Date:

Student Signature

Best wishes,

Madhusudhan. H

Campus Head - INDIA

PENTAGON SPACE™
Mastering The Future

CSR Campus Drive - 2022

Dear **K Yashwanth Reddy,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on JAVA FULL STACK COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry standard course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average salary package would be ranging from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name:

College Name:

Branch:

USN/ Reg Number:

Date:

Student Signature

Best wishes,

Madhusudhan. H

Campus Head - INDIA

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300mts from Hosahalli Metro Station)

+91 8951936349
+91 8951828627
+91 8951182617
www.pentagonspace.in
campusconnect@pentagonspace.in

CIN NO.: U74999KA2020PTC133021

PENTAGON SPACE™
Mastering The Future

CSR Campus Drive - 2022

Dear **Mekala Jyoshna,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on JAVA FULL STACK COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry standard course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average salary package would be ranging from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name:

College Name:

Branch:

USN/ Reg Number:

Date:

Student Signature

Best wishes,

Madhusudhan. H

Campus Head - INDIA

PENTAGON SPACE™
Mastering The Future

CSR Campus Drive - 2022

Dear **Palakurthi Naga Venkata Chidvilas,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on JAVA FULL STACK COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry standard course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average salary package would be ranging from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name:

College Name:

Branch:

USN/ Reg Number:

Date:

Student Signature

Best wishes,

Madhusudhan. H

Campus Head - INDIA

PENTAGON SPACE™
Mastering The Future

CSR Campus Drive - 2022

Dear **Md Izhar Ashraf,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on JAVA FULL STACK COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry standard course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average salary package would be ranging from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name:

College Name:

Branch:

USN/ Reg Number:

Date:

Student Signature

Best wishes,

Madhusudhan. H

Campus Head - INDIA

PENTAGON SPACE™
Mastering The Future

CSR Campus Drive - 2022

Dear **Labala Praveen,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on JAVA FULL STACK COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry standard course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average salary package would be ranging from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name:

College Name:

Branch:

USN/ Reg Number:

Date:

Student Signature

Best wishes,

Madhusudhan. H

Campus Head - INDIA

PENTAGON SPACE™
Mastering The Future

CSR Campus Drive - 2022

Dear **N Sandeepsai Srinivas,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on JAVA FULL STACK COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry standard course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average salary package would be ranging from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name:

College Name:

Branch:

USN/ Reg Number:

Date:

Student Signature

Best wishes,

Madhusudhan. H

Campus Head - INDIA

PENTAGON SPACE™
Mastering The Future

CSR Campus Drive - 2022

Dear **Srinivas Rao,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on JAVA FULL STACK COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry standard course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average salary package would be ranging from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name:

College Name:

Branch:

USN/ Reg Number:

Date:

Student Signature

Best wishes,

Madhusudhan. H

Campus Head - INDIA

PENTAGON SPACE™
Mastering The Future

CSR Campus Drive - 2022

Dear **G Nithish Kumar,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on JAVA FULL STACK COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry standard course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average salary package would be ranging from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name:

College Name:

Branch:

USN/ Reg Number:

Date:

Student Signature

Best wishes,

Madhusudhan. H

Campus Head - INDIA

PENTAGON SPACE™
Mastering The Future

CSR Campus Drive - 2022

Dear **M Sandeep Kumar Reddy,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on JAVA FULL STACK COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry standard course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average salary package would be ranging from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name:

College Name:

Branch:

USN/ Reg Number:

Date:

Student Signature

Best wishes,

Madhusudhan. H

Campus Head - INDIA

PENTAGON SPACE™
Mastering The Future

CSR Campus Drive - 2022

Dear **C Veera Govardhan Reddy,**

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2022 Batch. We are glad to inform that you have cleared all the interview process and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on JAVA FULL STACK COURSE. The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry standard course curriculum worth Rs.30,000/- offered for free inclusive of study materials.
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average salary package would be ranging from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name:

College Name:

Branch:

USN/ Reg Number:

Date:

Student Signature

Best wishes,

Madhusudhan. H

Campus Head - INDIA

11 October 2021 **OL Number : SKLR23-4251**

Dear **Aakash A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Aakash A, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4252**

Dear **Aakash Babu R,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Aakash Babu R, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4253**

Dear **Abdul Al Navith A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Abdul Al Navith A, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4254**

Dear **Abenash R,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Abenash R, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4255**

Dear **Abhilash S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Abhilash S, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4256**

Dear **Abhishek,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Abhishek, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4257**

Dear **Abi Shanth C,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Abi Shanth C, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4258**

Dear **Adavala Venkata Durga Rao,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Adavala Venkata Durga Rao, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4259**

Dear **Adduri Pavan Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Adduri Pavan Kumar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4260**

Dear **Aditya Prakash,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Aditya Prakash, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4261**

Dear **Aditya Raj,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Aditya Raj, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4262**

Dear **Afzal Imam,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Afzal Imam, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4263**

Dear **Ahamed Faizal A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ahamed Faizal A, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4264**

Dear **Ajay Kumar A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ajay Kumar A, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4265**

Dear **Ajay Kumar Mishra,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ajay Kumar Mishra, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4266**

Dear **Ajay Kumar Sharma,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ajay Kumar Sharma, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4267**

Dear **Ajbuddin Ali,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ajbuddin Ali, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4268**

Dear **Ajith Kumar G,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ajith Kumar G, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4269**

Dear **Ajith Kumar R,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ajith Kumar R, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4270**

Dear **Ajithkumar P,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ajithkumar P, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4271**

Dear **Ajmeera Swapna,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ajmeera Swapna, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4272**

Dear **Akhil A S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Akhil A S, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4273**

Dear **Akhlak Ansari,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Akhlak Ansari, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4274**

Dear **Akshay Kumar Prasad,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Akshay Kumar Prasad, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4275**

Dear **Al Afsal S Khan,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Al Afsal S Khan, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4276**

Dear **Al Ameen A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Al Ameen A, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4277**

Dear **Alla Tirumala Reddy,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Alla Tirumala Reddy, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4278**

Dear **Allwyn Ephraim S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Allwyn Ephraim S, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4279**

Dear **Alok Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Alok Kumar, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4280**

Dear **Amit Aman,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Amit Aman, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4281**

Dear **Yerrabothula Thrrupatbhi Reddy,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Yerrabothula Thrrupatbhi Reddy, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4282**

Dear **Amit Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Amit Kumar, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4283**

Dear **Amit Kumar Pandey,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Amit Kumar Pandey, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4284**

Dear **Amit Ranjan,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Amit Ranjan, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4285**

Dear **Anand Kumar Singh,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Anand Kumar Singh, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4286**

Dear **Ananthanarayana Bhat V,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ananthanarayana Bhat V, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4287**

Dear **Angadi Dinesh Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Angadi Dinesh Kumar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4288**

Dear **Angel Wilfred A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Angel Wilfred A, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4289**

Dear **Angeri Venkatesh,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Angeri Venkatesh, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4290**

Dear **Angshuman Das,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Angshuman Das, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4291**

Dear **Anil Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Anil Kumar, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4292**

Dear **Anjani Nikhil Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Anjani Nikhil Kumar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4293**

Dear **Ankam Hemanth Satya Veera Pavan K Umar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ankam Hemanth Satya Veera Pavan K Umar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4294**

Dear **Ankit Thada,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ankit Thada, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4295**

Dear **Anuj Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Anuj Kumar, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4296**

Dear **Anurag Raj,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Anurag Raj, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4297**

Dear **Aravind Dinesh Kristhu A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Aravind Dinesh Kristhu A, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4298**

Dear **Aravind Rm,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Aravind Rm, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4299**

Dear **Aravind V,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Aravind V, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4300**

Dear **Aravindhan B,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Aravindhan B, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4301**

Dear **Arijita Das,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Arijita Das, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4302**

Dear **Arshad Jamal,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Arshad Jamal, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4303**

Dear **Arulselvan A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Arulselvan A, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4304**

Dear **Arun H,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Arun H, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4305**

Dear **Arun K,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Arun K, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4306**

Dear **Arun Kumar D,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Arun Kumar D, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4307**

Dear **Arun V,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Arun V, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4308**

Dear **Aruna T,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Aruna T, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4309**

Dear **Asgar Ansari Md,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Asgar Ansari Md, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4310**

Dear **Asgharimam,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Asgharimam, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4311**

Dear **Ashok Kumar Yadav,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ashok Kumar Yadav, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4312**

Dear **Ashok Yadav L,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ashok Yadav L, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4313**

Dear **Ashutosh Kumar Jha,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ashutosh Kumar Jha, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4314**

Dear **Ashwin Kumar Rathore,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ashwin Kumar Rathore, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4315**

Dear **Ashwin Prabhu P,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ashwin Prabhu P, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4316**

Dear **Asif Hoda,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Asif Hoda, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4317**

Dear **Athiban Buckle Durai A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Athiban Buckle Durai A, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4318**

Dear **Augustin Babu J,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Augustin Babu J, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4319**

Dear **Avinash J,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Avinash J, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4320**

Dear **Avinash Kumar K P S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Avinash Kumar K P S, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4321**

Dear **Avinash Kumar Pandey,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Avinash Kumar Pandey, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4322**

Dear **Avula Ramesh Babu,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Avula Ramesh Babu, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4323**

Dear **Avuthu Jaya Prakash Reddy,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Avuthu Jaya Prakash Reddy, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4324**

Dear **Bala Murugan M,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Bala Murugan M, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4325**

Dear **Balaji Naidu D,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Balaji Naidu D, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4326**

Dear **Balaji P,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Balaji P, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4327**

Dear **Balaji R,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Balaji R, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4328**

Dear **Balamurugan P,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Balamurugan P, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4329**

Dear **Balasubramaniam M,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Balasubramaniam M, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4330**

Dear **Baljeet Singh,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Baljeet Singh, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4331**

Dear **Bamala Srujan Kiran,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Bamala Srujan Kiran, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4332**

Dear **Bandari Saikiran,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Bandari Saikiran, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4333**

Dear **Bandewar Sai Krishna,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Bandewar Sai Krishna, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4334**

Dear **Bandi Meghana,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Bandi Meghana, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4335**

Dear **Bandi Satish,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Bandi Satish, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4336**

Dear **Bankuru Niranjan Naidu,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Bankuru Niranjan Naidu, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4337**

Dear **Barnali Sarkar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Barnali Sarkar, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4338**

Dear **Barun Kumar Chakaraborty,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Barun Kumar Chakaraborty, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4339**

Dear **Barun Kumar Mahato,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Barun Kumar Mahato, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4340**

Dear **Basheer Ahmed M,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Basheer Ahmed M, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4341**

Dear **Basil Abdul Azeez,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Basil Abdul Azeez, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4342**

Dear **Bekkam Naveen,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Bekkam Naveen, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4343**

Dear **Bellala Girish,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Bellala Girish, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4344**

Dear **Bhasker Goud A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Bhasker Goud A, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4345**

Dear **Bhuvaneskannan R,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Bhuvaneskannan R, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4346**

Dear **Bikash Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Bikash Kumar, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4347**

Dear **Bikram Singh,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Bikram Singh, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4348**

Dear **Bishwa Mohan Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Bishwa Mohan Kumar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4349**

Dear **Boddu Manikanta,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Boddu Manikanta, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4350**

Dear **Bodibanda Pratha P Reddy,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Bodibanda Pratha P Reddy, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4351**

Dear **Bonigi Chandu,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Bonigi Chandu, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4352**

Dear **Booram Praveen,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Booram Praveen, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4353**

Dear **Bornson Robert Lyngdoh,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Bornson Robert Lyngdoh, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4354**

Dear **Brishti Nandi,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Brishti Nandi, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4355**

Dear **Buddi Lahiribabu,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Buddi Lahiribabu, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4356**

Dear **Budhiredla Sai Raju,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Budhiredla Sai Raju, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4357**

Dear **Chaitanya Reddy B,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Chaitanya Reddy B, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4358**

Dear **Chandan Kumar Pandi,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Chandan Kumar Pandi, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4359**

Dear **Chandolu Mallikharjuna Rao,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Chandolu Mallikharjuna Rao, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4360**

Dear **Chapati Venkateswar Reddy,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Chapati Venkateswar Reddy, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4361**

Dear **Cherukupalli Sai Krishna,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Cherukupalli Sai Krishna, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4362**

Dear **Chhatrapal Sahu,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Chhatrapal Sahu, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4363**

Dear **Chhoteishwar Nallamanti,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Chhoteishwar Nallamanti, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4364**

Dear **Chinnigari Balaji,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Chinnigari Balaji, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4365**

Dear **Chinthaparthi Siva Sankar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Chinthaparthi Siva Sankar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4366**

Dear **Chitti Gopinath,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Chitti Gopinath, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4367**

Dear **Chitturi Rajashekar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Chitturi Rajashekar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4368**

Dear **Chodisetty Sajya Sai Lalitha Pushikal,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Chodisetty Sajya Sai Lalitha Pushikal, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4369**

Dear **Christain Jose,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Christain Jose, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4370**

Dear **Darpan Barik,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Darpan Barik, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4371**

Dear **Darvin Vinesh V,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Darvin Vinesh V, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4372**

Dear **Datiki Ravi Teja,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Datiki Ravi Teja, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4373**

Dear **Deepak,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Deepak, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4374**

Dear **Deepesh Mandal,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Deepesh Mandal, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4375**

Dear **Devisetty Mohith,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Devisetty Mohith, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4376**

Dear **Dhanush R,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Dhanush R, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4377**

Dear **Dharanalakota Venkatasatya Chitti Swarup,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Dharanalakota Venkatasatya Chitti Swarup, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4378**

Dear **Dharmendra Narayan Yadav,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Dharmendra Narayan Yadav, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4379**

Dear **Dharshan R,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Dharshan R, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4380**

Dear **Dhivakar S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Dhivakar S, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4381**

Dear **Dilawar Khan Lodhi S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Dilawar Khan Lodhi S, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4382**

Dear **Dileep Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Dileep Kumar, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4383**

Dear **Dinesh A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Dinesh A, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4384**

Dear **Dinesh Kumar B,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Dinesh Kumar B, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4385**

Dear **Dinesh Kumar R,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Dinesh Kumar R, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4386**

Dear **Dinesh M,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Dinesh M, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4387**

Dear **Divyasree Reddy B,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Divyasree Reddy B, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4388**

Dear **Diwan P,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Diwan P, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4389**

Dear **Dogiparthy Sai Akhil,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Dogiparthy Sai Akhil, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4390**

Dear **Durgesh Kumar Gupta,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Durgesh Kumar Gupta, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4391**

Dear **Durgesh Tiwari,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Durgesh Tiwari, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4392**

Dear **Edara Gunasekhar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Edara Gunasekhar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4393**

Dear **Elakkiya S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Elakkiya S, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4394**

Dear **Emmadishetty Sri Sowmya,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Emmadishetty Sri Sowmya, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4395**

Dear **Eugene Samuel,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Eugene Samuel, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4396**

Dear **Fazlul Karim,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Fazlul Karim, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4397**

Dear **Flinton Blah,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Flinton Blah, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4398**

Dear **Gadde Pragallika,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Gadde Pragallika, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4399**

Dear **Gajula Koushik,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Gajula Koushik, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4400**

Dear **Ganesan R,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ganesan R, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4401**

Dear **Ganesh Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ganesh Kumar, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4402**

Dear **Ganeshrajan M,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ganeshrajan M, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4403**

Dear **Ganta Trilok Sai,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ganta Trilok Sai, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4404**

Dear **Gaurav Kumar Singh,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Gaurav Kumar Singh, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4405**

Dear **Gaurav Singh,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Gaurav Singh, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4406**

Dear **Gauri Shankar Mishra,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Gauri Shankar Mishra, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4407**

Dear **Gembali Rohith,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Gembali Rohith, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4408**

Dear **Giridhar Reddy K,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Giridhar Reddy K, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4409**

Dear **Golla Murali Krishna,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Golla Murali Krishna, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4410**

Dear **Gopinath P,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Gopinath P, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4411**

Dear **Gopinath V,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Gopinath V, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4412**

Dear **Gourab Khan,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Gourab Khan, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4413**

Dear **Gowkonda Roopa Saisri Harsha,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Gowkonda Roopa Saisri Harsha, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4414**

Dear **Gowri Shankar J,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Gowri Shankar J, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4415**

Dear **Gowtham Nihal S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Gowtham Nihal S, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4416**

Dear **Grandhi Siva Rama Krishna Manikanta,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Grandhi Siva Rama Krishna Manikanta, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4417**

Dear **Gujjalapudi Vamsi Krishna,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Gujjalapudi Vamsi Krishna, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4418**

Dear **Gunasekaran R,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Gunasekaran R, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4419**

Dear **Gunaventhan P,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Gunaventhan P, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4420**

Dear **Guru Balaji S R,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Guru Balaji S R, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4421**

Dear **Haemanath B,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Haemanath B, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4422**

Dear **Hanisha Yasmeen K,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Hanisha Yasmeen K, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4423**

Dear **Hari Nivas B,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Hari Nivas B, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4424**

Dear **Harinath Naidu M,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Harinath Naidu M, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4425**

Dear **Harinee C,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Harinee C, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4426**

Dear **Harish K,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Harish K, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4427**

Dear **Hemanth R,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Hemanth R, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4428**

Dear **Henit Jeyaseelan,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Henit Jeyaseelan, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4429**

Dear **Himangshu Das,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Himangshu Das, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4430**

Dear **Himanshu Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Himanshu Kumar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4431**

Dear **Himansu Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Himansu Kumar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4432**

Dear **Hradesh Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Hradesh Kumar, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4433**

Dear **Ibin Samu,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ibin Samu, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4434**

Dear **Imran Khan A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Imran Khan A, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4435**

Dear **Imthiyas A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Imthiyas A, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4436**

Dear **Imthiyaz Ahamed H,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Imthiyaz Ahamed H, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4437**

Dear **Inaganti Aditya,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Inaganti Aditya, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4438**

Dear **Inaparthi Swathi,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Inaparthi Swathi, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4439**

Dear **Ishtiyaq Bashir,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ishtiyaq Bashir, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4440**

Dear **Ishwar Chandra Dusad,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ishwar Chandra Dusad, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4441**

Dear **Issac Devasundararaj G,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Issac Devasundararaj G, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4442**

Dear **Jabez Victor I,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Jabez Victor I, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4443**

Dear **Jagadeesh Teja G,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Jagadeesh Teja G, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4444**

Dear **Jainath Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Jainath Kumar, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4445**

Dear **Jaipal Reddy C,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Jaipal Reddy C, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4446**

Dear **Jajam Venkata Vijayalakshmi,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Jajam Venkata Vijayalakshmi, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4447**

Dear **Janardhan B,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Janardhan B, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4448**

Dear **Janna Preddy Raju,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Janna Preddy Raju, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4449**

Dear **Jay Prakash Kumar Ram,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Jay Prakash Kumar Ram, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4450**

Dear **Jaya Kumar D,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Jaya Kumar D, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4451**

Dear **Jayaseelan V,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Jayaseelan V, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4452**

Dear **Jayprakash Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Jayprakash Kumar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4453**

Dear **Jibin Suresh,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Jibin Suresh, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4454**

Dear **Jinendra Markande,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Jinendra Markande, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4455**

Dear **Jithesh Chowdry,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Jithesh Chowdry, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4456**

Dear **John Suthan Singh S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, John Suthan Singh S, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4457**

Dear **Jugesh Kumar Mahto,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Jugesh Kumar Mahto, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4458**

Dear **Jupaka Sindhuja,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Jupaka Sindhuja, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4459**

Dear **Jyoti Ranjan Badu,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Jyoti Ranjan Badu, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4460**

Dear **Kader Mohideen S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kader Mohideen S, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4461**

Dear **Kajal Kumari,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kajal Kumari, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4462**

Dear **Kalai Arasi M,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kalai Arasi M, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4463**

Dear **Kalaivani A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kalaivani A, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4464**

Dear **Kalumuri Vijaya Kumar Reddy,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kalumuri Vijaya Kumar Reddy, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4465**

Dear **Kamireddy Sai Veera Lakhsmi,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kamireddy Sai Veera Lakhsmi, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4466**

Dear **Kamisetty Sai Vishnu,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kamisetty Sai Vishnu, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4467**

Dear **Kanala Ramanjneya Reddy,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kanala Ramanjneya Reddy, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4468**

Dear **Kancharla Harish,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kancharla Harish, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4469**

Dear **Kanike Sai Prakash,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kanike Sai Prakash, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4470**

Dear **Kanna Shiva Krishna,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kanna Shiva Krishna, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4471**

Dear **Karapakula Vishnu Vardhan,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Karapakula Vishnu Vardhan, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4472**

Dear **Kariketi Robert Rahul Raj,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kariketi Robert Rahul Raj, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4473**

Dear **Karpuram Prasad,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Karpuram Prasad, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4474**

Dear **Karthick B,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Karthick B, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4475**

Dear **Karthick M,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Karthick M, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4476**

Dear **Karthik B,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Karthik B, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4477**

Dear **Karthik S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Karthik S, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4478**

Dear **Karunagaran K,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Karunagaran K, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4479**

Dear **Katipelli Jeevan Reddy,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Katipelli Jeevan Reddy, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4480**

Dear **Katta Arun Reddy,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Katta Arun Reddy, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4481**

Dear **Katta Saichand,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Katta Saichand, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4482**

Dear **Kaushik Baishya,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kaushik Baishya, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4483**

Dear **Keshavan R,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Keshavan R, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4484**

Dear **Khumanthem Denim Singh,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Khumanthem Denim Singh, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4485**

Dear **Killo Sai Vijendra Padal,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Killo Sai Vijendra Padal, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4486**

Dear **Kishore Kumar A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kishore Kumar A, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4487**

Dear **Kodi Bharathwaj Reddy,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kodi Bharathwaj Reddy, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4488**

Dear **Kokati Geetaditya Ramkapil,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kokati Geetaditya Ramkapil, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4489**

Dear **Kommani Divya Sree,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kommani Divya Sree, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4490**

Dear **Kommidi Punnam Chander,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kommidi Punnam Chander, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4491**

Dear **Konaiahgari Naga Vamsi Krishna,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Konaiahgari Naga Vamsi Krishna, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4492**

Dear **Konda Mohith Kumar Reddy,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Konda Mohith Kumar Reddy, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4493**

Dear **Konduri Surendra Reddy,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Konduri Surendra Reddy, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4494**

Dear **Konduru Pavansai,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Konduru Pavansai, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4495**

Dear **Konipeta Sai Krishna,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Konipeta Sai Krishna, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4496**

Dear **Konishetty Phaneendra,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Konishetty Phaneendra, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4497**

Dear **Korada Prabhakar Rao,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Korada Prabhakar Rao, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4498**

Dear **Kornu Yerramnaidu,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kornu Yerramnaidu, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4499**

Dear **Kota Naga Vivek,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kota Naga Vivek, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4500**

Dear **Kota Vidya Sagar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kota Vidya Sagar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4501**

Dear **Kotaru Kishore Vinay,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kotaru Kishore Vinay, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4502**

Dear **Kotha Rakesh,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kotha Rakesh, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4503**

Dear **Koushik R,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Koushik R, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4504**

Dear **Krishna Kumar Diwakar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Krishna Kumar Diwakar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4505**

Dear **Kundan Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kundan Kumar, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4506**

Dear **Kundan Kumar Gond,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Kundan Kumar Gond, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4507**

Dear **Lakshmanan V,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Lakshmanan V, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4508**

Dear **Lankela Srinivasulu,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Lankela Srinivasulu, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4509**

Dear **Layeek Ashad,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Layeek Ashad, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4510**

Dear **Lingesh S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Lingesh S, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4511**

Dear **Lokesh K,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Lokesh K, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4512**

Dear **Maddela Manikanta,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Maddela Manikanta, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4513**

Dear **Madhan Kumar U,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Madhan Kumar U, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4514**

Dear **Maditapu Ganesh,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Maditapu Ganesh, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4515**

Dear **Mahammad Shareef P,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mahammad Shareef P, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4516**

Dear **Maharajan R,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Maharajan R, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4517**

Dear **Mahendiran S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mahendiran S, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4518**

Dear **Makkapti Siddhardha,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Makkapti Siddhardha, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4519**

Dear **Malay Banerjee,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Malay Banerjee, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4520**

Dear **Mallikarjuna Reddy S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mallikarjuna Reddy S, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4521**

Dear **Mamindla Harish,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mamindla Harish, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4522**

Dear **Manam Kokila,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Manam Kokila, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4523**

Dear **Manas Tandon,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Manas Tandon, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4524**

Dear **Manchikatla Surya Teja,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Manchikatla Surya Teja, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4525**

Dear **Mandava Dileep Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mandava Dileep Kumar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4526**

Dear **Mangishetti Sreekanth,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mangishetti Sreekanth, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4527**

Dear **Mani D,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mani D, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4528**

Dear **Manirathnam A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Manirathnam A, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4529**

Dear **Manish Kujur,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Manish Kujur, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4530**

Dear **Manivannan B,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Manivannan B, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4531**

Dear **Mannem Mahanth Reddy,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mannem Mahanth Reddy, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4532**

Dear **Mantukumar Singh,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mantukumar Singh, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4533**

Dear **Maria Antony Surya A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Maria Antony Surya A, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4534**

Dear **Maria Shalow S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Maria Shalow S, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4535**

Dear **Marka Raj Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Marka Raj Kumar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4536**

Dear **Marshal Abhishek,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Marshal Abhishek, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4537**

Dear **Maruthi A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Maruthi A, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4538**

Dear **Mayank Harshit,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mayank Harshit, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4539**

Dear **Md Arqum,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Md Arqum, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4540**

Dear **Md Faiyaz Alam,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Md Faiyaz Alam, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4541**

Dear **Md Hasim Ansari,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Md Hasim Ansari, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4542**

Dear **Md Inam,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Md Inam, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4543**

Dear **Md Sarfaraz Ahamad,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Md Sarfaraz Ahamad, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4544**

Dear **Md Shahnawaj Alam,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Md Shahnawaj Alam, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4545**

Dear **Meenakshi S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Meenakshi S, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4546**

Dear **Mega Vannan J,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mega Vannan J, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4547**

Dear **Mehboob Hussain,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mehboob Hussain, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4548**

Dear **Melargoad Kalattar Rakesh,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Melargoad Kalattar Rakesh, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4549**

Dear **Melvin Sandron A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Melvin Sandron A, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4550**

Dear **Meruga Raj Kishore,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Meruga Raj Kishore, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4551**

Dear **Michael Raj S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Michael Raj S, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4552**

Dear **Mishra Gaurav Kashinath,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mishra Gaurav Kashinath, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4553**

Dear **Mitra Varun V I Ss,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mitra Varun V I Ss, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4554**

Dear **Moghal Altaf Alibaig,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Moghal Altaf Alibaig, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4555**

Dear **Moghal Sajeed Baig,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Moghal Sajeed Baig, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4556**

Dear **Mohamed Asadullah,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mohamed Asadullah, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4557**

Dear **Mohamed Kashifuddin,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mohamed Kashifuddin, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4558**

Dear **Mohamed Rasith M,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mohamed Rasith M, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4559**

Dear **Mohamed Shameer S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mohamed Shameer S, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4560**

Dear **Mohamed Sharif S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mohamed Sharif S, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4561**

Dear **Mohamed Thabrez F,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mohamed Thabrez F, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4562**

Dear **Mohammad Ilyas Ahmed,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mohammad Ilyas Ahmed, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4563**

Dear **Mohammed Ashwak P A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mohammed Ashwak P A, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4564**

Dear **Mohammed Milfer S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mohammed Milfer S, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4565**

Dear **Mohammed Mufaris A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mohammed Mufaris A, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4566**

Dear **Mohammed Raffi H,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mohammed Raffi H, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4567**

Dear **Mohammed Riffai A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mohammed Riffai A, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4568**

Dear **Mohan N,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mohan N, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4569**

Dear **Mohan Ram M,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mohan Ram M, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4570**

Dear **Mohan V,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mohan V, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4571**

Dear **Mohana Santhya R,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mohana Santhya R, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4572**

Dear **Mohideen Abdul Khader M A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mohideen Abdul Khader M A, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4573**

Dear **Mojahid Khan,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mojahid Khan, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4574**

Dear **Molabanti Sai Karthik,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Molabanti Sai Karthik, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4575**

Dear **Mounika V,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mounika V, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4576**

Dear **Mudrakolla Suresh Sachin,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mudrakolla Suresh Sachin, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4577**

Dear **Mughilan N,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mughilan N, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4578**

Dear **Mukesh Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mukesh Kumar, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4579**

Dear **Mukeswaran R,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mukeswaran R, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4580**

Dear **Musugu Kishore,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Musugu Kishore, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4581**

Dear **Muthineni Sai Prasanna Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Muthineni Sai Prasanna Kumar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4582**

Dear **Muthyala Hemanth Sai,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Muthyala Hemanth Sai, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4583**

Dear **Mutyala Sai Harishi Tha,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Mutyala Sai Harishi Tha, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4584**

Dear **N M Ramana,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, N M Ramana, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4585**

Dear **Nadar David Jose S Chithirai,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nadar David Jose S Chithirai, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4586**

Dear **Nadar Vignesh Nesamani,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nadar Vignesh Nesamani, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4587**

Dear **Nadendla Vanaja,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nadendla Vanaja, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4588**

Dear **Nadiya R,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nadiya R, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4589**

Dear **Nagoor Meeran A,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nagoor Meeran A, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4590**

Dear **Nagunoori Sankirth Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nagunoori Sankirth Kumar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4591**

Dear **Naina Mohammed,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Naina Mohammed, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4592**

Dear **Nakib Ahmad,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nakib Ahmad, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4593**

Dear **Nalamaru Ravali,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nalamaru Ravali, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4594**

Dear **Nandha Kumar K U,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nandha Kumar K U, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4595**

Dear **Nandha Kumar S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nandha Kumar S, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4596**

Dear **Naresh I,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Naresh I, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4597**

Dear **Naresh K,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Naresh K, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4598**

Dear **Naresh Kumar D,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Naresh Kumar D, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4599**

Dear **Nasagalla Pratik,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nasagalla Pratik, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4600**

Dear **Naseer M,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Naseer M, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4601**

Dear **Nayani Vijay Sekhar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nayani Vijay Sekhar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4602**

Dear **Nazish Kalim Md,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nazish Kalim Md, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4603**

Dear **Neshi Nelita Marandi,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Neshi Nelita Marandi, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4604**

Dear **Nibarson F,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nibarson F, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4605**

Dear **Nihal Reddy M,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nihal Reddy M, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4606**

Dear **Nijanthan M,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nijanthan M, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4607**

Dear **Nijay B,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nijay B, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4608**

Dear **Nilkamal Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nilkamal Kumar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4609**

Dear **Ninu P S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Ninu P S, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4610**

Dear **Nitesh Prasad,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nitesh Prasad, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4611**

Dear **Nithish S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nithish S, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4612**

Dear **Nitish Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nitish Kumar, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4613**

Dear **Nivin Devassy,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nivin Devassy, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4614**

Dear **Noor Mohamed M,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Noor Mohamed M, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4615**

Dear **Nuvvla Harish Kumar,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nuvvla Harish Kumar, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4616**

Dear **Nuziha Thasneem,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Nuziha Thasneem, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4617**

Dear **Oswald Isaac S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Oswald Isaac S, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4618**

Dear **Padala Subrahmanyam,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Padala Subrahmanyam, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4619**

Dear **Padavala Siva,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Padavala Siva, accept the above offer and will begin the internship position on 3 November 2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4620**

Dear **Padmanabhan Naidu,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Padmanabhan Naidu, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4621**

Dear **Palaparthi Rambabu,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Palaparthi Rambabu, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4622**

Dear **Palaparthi Thirumala Rao,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Palaparthi Thirumala Rao, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4623**

Dear **Palleda Sai Kishore,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Palleda Sai Kishore, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4624**

Dear **Pandem Raghavendra Reddy,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Pandem Raghavendra Reddy, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4625**

Dear **Panimaya Albert S,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Panimaya Albert S, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

11 October 2021 **OL Number : SKLR23-4626**

Dear **Papana Boina Venkateswarlu,**

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **3 November 2021** and will be ending on **10 May 2022**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **15000** per month and upto 12,000 INR incentives which will vary according to your performance. Your monthly target will be INR **220000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your internship with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in thisprogram is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8095680803. Please review this letter in full, and sign and return it via email to hr@skolar.in toconfirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!

Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month or have to pay a compensation equal to a 1-month stipend.
3. You will be receiving your full and final compensation post resigning from the companyafter 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
4. All the information acquired during the course shall be strictly confidential and youshall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be prone toperformance based pre-placement offers by the company.

I, Papana Boina Venkateswarlu, accept the above offer and will begin the internship position on 3 November2021.

Name:

Sign:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Papijenni Ramana Reddy,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Papijenni Ramana Reddy,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Parthasaradhi P,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Parthasaradhi P,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Parthiban B,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Parthiban B,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Parvathaneni Sai Raghu,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Parvathaneni Sai Raghu,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Patnana Sagar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Patnana Sagar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Paul Joshua J,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Paul Joshua J,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Pavan Kumar Y,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Pavan Kumar Y,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Pedineedi Vijaya Bhargavi,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Pedineedi Vijaya Bhargavi,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Pedisetty Vinay,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Pedisetty Vinay,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Pengalapati Bharathi,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Pengalapati Bharathi,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Penujuru Sivacharan,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Penujuru Sivacharan,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Peram Sivashankar Reddy,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Peram Sivashankar Reddy,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Pilli Daniel Philip Moses,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Pilli Daniel Philip Moses,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Pinnamaneni Praveen Kumar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Pinnamaneni Praveen Kumar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Pintu Kumar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Pintu Kumar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Polepalli Reddy Suguna,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Polepalli Reddy Suguna,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Polisetty Venkata Kanaka Rakesh,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Polisetty Venkata Kanaka Rakesh,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ponnaganti Manoj Deep,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ponnaganti Manoj Deep,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Pooja Sri S,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Pooja Sri S,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Poonam Sharma G,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Poonam Sharma G,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Pothula Naresh Yadav,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Pothula Naresh Yadav,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Pradeep K,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Pradeep K,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Pradeep Kumar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Pradeep Kumar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Pragathy D,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Pragathy D,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Prakash Bhakta,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Prakash Bhakta,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Pramod Kumar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Pramod Kumar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Pranay Kumar G,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Pranay Kumar G,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Prasad D,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Prasad D,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Prasanna B,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Prasanna B,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Prasanna S,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Prasanna S,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Prasannaraj R,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Prasannaraj R,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Prasanth B,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Prasanth B,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Prathap L,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Prathap L,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Prathap N,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Prathap N,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Prathima G V,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Prathima G V,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Pratik Kumar Singh D,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Pratik Kumar Singh D,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Praveen Kumar E,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Praveen Kumar E,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Praveen Kumar N,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Praveen Kumar N,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Praveen Kumar U,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Praveen Kumar U,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Praveen N,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Praveen N,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Preetha S,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Preetha S,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Premkumar G,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Premkumar G,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Premkumar V,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Premkumar V,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Prince Kumar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Prince Kumar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Prithvi Raj M L N,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Prithvi Raj M L N,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Priyadharshan P,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Priyadharshan P,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Priyanki Saha,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Priyanki Saha,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Priyesh Kumar Pandey,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Priyesh Kumar Pandey,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Priyojit Deb,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Priyojit Deb,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Pujari Dhanya Sree,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Pujari Dhanya Sree,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Punugoti Anusha,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Punugoti Anusha,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Purini Yuva Raja,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Purini Yuva Raja,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rachamadugu Manish,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rachamadugu Manish,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rachumalla Lokesh Reddy,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rachumalla Lokesh Reddy,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Radha Rani K,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Radha Rani K,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ragul R,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ragul R,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Rahila Parveen S,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rahila Parveen S,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Rahul Kumar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rahul Kumar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rahul Kumar Ranjan,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rahul Kumar Ranjan,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Rahul Kumar Singh,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rahul Kumar Singh,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rahul M,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rahul M,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rahul P,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rahul P,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rahul Raj N,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rahul Raj N,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rahul Roy Chowdhury,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rahul Roy Chowdhury,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rahul Sardar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rahul Sardar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Raj Kishor Das,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Raj Kishor Das,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Raj Kumar Raju K,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Raj Kumar Raju K,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Raj Kundan,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Raj Kundan,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Raja S V,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Raja S V,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Raja Shekar B,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Raja Shekar B,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rajendran G,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rajendran G,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rajesh G,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rajesh G,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rajesh M,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rajesh M,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rajesh P,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rajesh P,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rajesh R,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rajesh R,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rajith Noel L,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rajith Noel L,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rajneesh Kumar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rajneesh Kumar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rajnish Kumar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rajnish Kumar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rajnish Ranjan Pandey,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rajnish Ranjan Pandey,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rakesh Kumar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rakesh Kumar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rakesh R,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rakesh R,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rakesh Vijayakumaran,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rakesh Vijayakumaran,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rakhi Prasad,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rakhi Prasad,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ram Kumar Pandey,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ram Kumar Pandey,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ram Prasad Sharma,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ram Prasad Sharma,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ramakanth S,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ramakanth S,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ramanathan J,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ramanathan J,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ramasamy R,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ramasamy R,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ramesh Agrahari,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ramesh Agrahari,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ramki S,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ramki S,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ramu Saikrishnan,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ramu Saikrishnan,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ramuinoba J S,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ramuinoba J S,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ramya B,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ramya B,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rana Kumar Singh,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rana Kumar Singh,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rangala Dharmaraju,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rangala Dharmaraju,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rangapur Vikas Reddy,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rangapur Vikas Reddy,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rangarajan G,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rangarajan G,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ranjith Reddy P,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ranjith Reddy P,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Raunak Ali,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Raunak Ali,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ravi Chandra Reddy P,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ravi Chandra Reddy P,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ravi Kumar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ravi Kumar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ravikant,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ravikant,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ravipati Subbarayudu,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ravipati Subbarayudu,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ravula Sai Nikhila,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ravula Sai Nikhila,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rawar Susheel K Umar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rawar Susheel K Umar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Raya Venkata Ramanjaneyulu Reddy,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Raya Venkata Ramanjaneyulu Reddy,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rayshetti Karthik Babu,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rayshetti Karthik Babu,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Reddy Sowmaya V,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Reddy Sowmaya V,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Renju R K,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Renju R K,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Renuka M,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Renuka M,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Resheendar K,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Resheendar K,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Revanth S,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Revanth S,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Revuru Subramanya Divija,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Revuru Subramanya Divija,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Rinos Mohammed A,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rinos Mohammed A,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rinu Antony,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rinu Antony,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rishaban R,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rishaban R,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rishwanth Reddy Y,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rishwanth Reddy Y,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rishy Kesh D,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rishy Kesh D,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ritesh Biswas,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ritesh Biswas,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Riya Rani,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Riya Rani,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rohan Kumar Gupta,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rohan Kumar Gupta,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rohit Kumar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rohit Kumar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rohit Sharma,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rohit Sharma,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rohith Kumar A,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rohith Kumar A,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Ronu Sharma,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Ronu Sharma,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Roshini B,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Roshini B,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Roushan Bharti,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Roushan Bharti,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rudra Mishra A,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rudra Mishra A,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Rushika Tiwari,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Rushika Tiwari,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. S Vignesh,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear S Vignesh,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sachin Jerang,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sachin Jerang,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Sachin K A,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sachin K A,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sachin Kumar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sachin Kumar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sagar T,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sagar T,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sagi Akshay Kumar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sagi Akshay Kumar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sai Kamalsimha Reddy Yella,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sai Kamalsimha Reddy Yella,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sai Kirn Ch,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sai Kirn Ch,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Sai Kishore D M,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sai Kishore D M,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sai Manikanta Prasanna Kumar P,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sai Manikanta Prasanna Kumar P,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sai Mohan R,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sai Mohan R,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sai Ram Prasad B,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sai Ram Prasad B,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sai Rinitha K,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sai Rinitha K,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sai Sreekar M,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sai Sreekar M,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sai Sri Yash P,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sai Sri Yash P,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Saiful Rahman J,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Saiful Rahman J,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sairam Akkireddy,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sairam Akkireddy,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sajja Surendra Prasad,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sajja Surendra Prasad,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Salim Malik A H,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Salim Malik A H,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Salumuri Raviteja,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Salumuri Raviteja,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Samala Anil,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Samala Anil,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Sampa Parh,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sampa Parh,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sampangi Rana Krishna,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sampangi Rana Krishna,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Samuel Ebenezer M,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Samuel Ebenezer M,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sanagam Veoraj Singh,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sanagam Veoraj Singh,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sandeep Inguva,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sandeep Inguva,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sangam Gupta,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sangam Gupta,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sangana Parameswara Reddy,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sangana Parameswara Reddy,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sangeeta Chatterjee,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sangeeta Chatterjee,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sangitha C H,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sangitha C H,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sanjay Kumar Dev,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sanjay Kumar Dev,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sanjay Kumar Yadav,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sanjay Kumar Yadav,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sanjay R,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sanjay R,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Sanjit Kumar Roy,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sanjit Kumar Roy,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sanoj Kumar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sanoj Kumar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Santhosh Babu R,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Santhosh Babu R,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Santhosh Kumar N,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Santhosh Kumar N,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Santhosh Pandiyan K,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Santhosh Pandiyan K,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Santosh Kumar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Santosh Kumar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sanu Kumar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sanu Kumar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Saourabh Lall,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Saourabh Lall,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sappidi Raju,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sappidi Raju,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Saquib Khursheed Md,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Saquib Khursheed Md,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Saragada Shyam Kumar Reddy,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Saragada Shyam Kumar Reddy,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Saran Raj R,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Saran Raj R,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Saranya D,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Saranya D,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sarath Kumar M,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sarath Kumar M,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Saravanan E,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Saravanan E,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Saravanan M,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Saravanan M,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Saravanan P,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Saravanan P,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Saravanan R,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Saravanan R,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sarojini Priya S,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sarojini Priya S,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sarvesh Shrivastava,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sarvesh Shrivastava,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Sashaank S,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sashaank S,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Satayanarayana Goud U,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Satayanarayana Goud U,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sathik Shajahan J,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sathik Shajahan J,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sathish K,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sathish K,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sathish Kumar B,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sathish Kumar B,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sathish Kumar S,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sathish Kumar S,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sathish M,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sathish M,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sathiya Seelan E,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sathiya Seelan E,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sathiyamoorthy S,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sathiyamoorthy S,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sathwik Raj Ch,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sathwik Raj Ch,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sathya Narayan R,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sathya Narayan R,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sathya Narayana R V V,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sathya Narayana R V V,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sathyamoorthy C,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sathyamoorthy C,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Saurabh Kumar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Saurabh Kumar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Saurav Kumar,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Saurav Kumar,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Saurav Singh,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Saurav Singh,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Savaliya Umesh Himmatbhai,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Savaliya Umesh Himmatbhai,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sayan Bhattacharjee,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sayan Bhattacharjee,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Sayyad Mahaboob Basha,,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sayyad Mahaboob Basha,,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Selva Ganapathy R,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Selva Ganapathy R,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Selvaganapathy K,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Selvaganapathy K,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Senthil Kumar S,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Senthil Kumar S,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Senthil Nathan M,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Senthil Nathan M,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Sethuraman J,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Sethuraman J,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Shaamaravind S,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Shaamaravind S,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Shabir Ahmad Bhat,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Shabir Ahmad Bhat,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Shafan Hasim N,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Shafan Hasim N,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Shafaque Sharif,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Shafaque Sharif,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

March 02nd, 2022

Mr/Ms. Shahrukh Ahmad,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Shahrukh Ahmad,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Shaik Aatika,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Shaik Aatika,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Shaik Abdul Rahim,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Shaik Abdul Rahim,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

(MSPL/HR/Offer/2022)

methodex
Efficiency That Creates Value

March 02nd, 2022

Mr/Ms. Shaik Akhil,
Bharath University
172, Agaram Main Road,
Selaiyur, Tambaram,
Chennai - 600073

Registered Office Address:
Methodex Systems Pvt. Ltd.607-608
Meghdoot Building, 94,Nehru Place,
New Delhi -110019

SUBJECT:- Offer Letter

Dear Shaik Akhil,

1. On behalf of Methodex Systems Private Limited we are pleased to offer you the position of **"Territory Sales Executive".** The employment terms contained in this letter are subject to Company's Policies. The location of your initial reporting will be **"Vijayawada"** India and your date of joining would be **07th March,2023.** As mutually agreed, your CTC will be **3,00,000** Indian Rupees per annum (Three Lakhs Only).

2. **Salary and Benefits**
   We are pleased to offer you an annual fixed compensation as discussed with you during the course of interview. All applicable taxes, including taxes levied on the remuneration, benefits/ perquisite payable to you by the Company, statutory contributions made on your behalf by the Company shall be borne and paid by you.

3. **Reporting**
   You will be reporting to "**Regional Head**" and you will be on probation of 6 months from Date of Joining.

4. **Employment terms**
   I. You will be in exclusive employment of the company and will not be employed with any other company or offer your services with or without pay to any person or to be occupied in your own business without the prior or written permission of the company. This implies as a Full-time employee of Methodex, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Methodex.

   II. The Company may transfer you to any other location or any affiliate or associate company in India in existence or which may come up later on, such transfers will not give you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees at the new place/office.

   III. Your age of retirement from the services will be on attaining the age of superannuation which presently is sixty years. However, you may be retired at any age before attaining the age of sixty years during your tenure in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work or declared medically unfit. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. The decision of the company that you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work shall be final and binding on you and cannot be challenged in any court of law or otherwise.

   IV. This contract of employment is terminable by either party by giving 7 days notice to the other party, without assigning any reasons thereof. The Company reserves its right to pay or recover upto one week's fixed salary in lieu of notice. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof.

   V. If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, the Company shall be entitled to terminate this contract without giving any notice.

5. **Confidentiality**
   Due to the nature of your work, you will handle confidential information of the company its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to company processes, operations and procedures.

6. **Contingencies**
   This agreement is contingent upon the successful completion of a background and reference check (which may include a criminal record check) to the satisfaction of MSPL. If the background and reference check is not to MSPL satisfaction or the Approvals are not obtained, for any reason, this agreement will be deemed null and void (with no obligation owed by either party). You warrant that by joining MSPL you are not in breach of any contractual obligations binding upon you by virtue of any previous employment.

7. Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated, and modified from time to time in relation to your conduct discipline and other matters.

8. You agree and acknowledge that the Company (through its authorized representative) and you may sign this contract of employment using an electronic signature or handwritten ink signature to indicate acceptance of the terms and conditions of this contract of employment by both parties i.e, the Company and you. In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the offer with the Company as may be amended or altered from time to time at the discretion of the Company will also apply to you. All the aforesaid rules and regulations shall be duly communicated to you as and when they become applicable.

9. Your employment shall be governed by and construed in accordance with the laws of India and the courts of Delhi shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

10. At the time of accepting this letter, please submit a proof of your DOB and permanent residence.We look forward to having a fruitful association with you and hope that you find working with Methodex Systems truly fulfilling.

We are looking forward to receiving your acceptance and joining the services of the Company within 5 days failing which the Management reserves its rights to either extend the date or withdraw and treat this letter as cancelled.

Yours sincerely,

For Methodex Systems Pvt. Ltd.

Manjeet Gehlawat
Sr. Manager-Personnel & Administration

I accept this offer and I understand that I am required to sign the Employee Inventions and Proprietary Rights Assignment Agreement before starting employment with the Company. I agree to join the services of the Company on or before.

Signature:

26 May 2022

Hyderabad

Letter of Intent

Dear **Shaik Aleem**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shaik Aleem

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shaik Jane Bhasha**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shaik Jane Bhasha

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shaik Khader Sharief**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shaik Khader Sharief

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shaik Mahammed Haneef**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shaik Mahammed Haneef

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shaik Meera Sharif**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shaik Meera Sharif

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shaik Mohammad Suhail**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shaik Mohammad Suhail

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shaik Rabbani Basha**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shaik Rabbani Basha

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shaik Riyaz**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shaik Riyaz

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shaik Sadhik**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shaik Sadhik

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shaik Shababa**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shaik Shababa

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shaik Shadik**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shaik Shadik

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shaik Yaseen**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shaik Yaseen

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shaik Yasmin**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shaik Yasmin

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shajk Fayaz**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shajk Fayaz

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shalin Moray S**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shalin Moray S

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shanish Kumar**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shanish Kumar

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shankar Kumar Gupa**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shankar Kumar Gupa

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shanmuganandan M**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shanmuganandan M

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shanthi S**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shanthi S

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shanttanu Kumar Gope**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shanttanu Kumar Gope

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sharma Rahul Rajnath**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sharma Rahul Rajnath

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sharshi Kant Prasad**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sharshi Kant Prasad

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shashi Bhushan Bhagat**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shashi Bhushan Bhagat

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shashikant Kumar**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shashikant Kumar

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shaurya Prasad**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shaurya Prasad

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shayan Dey Purkayas Tha**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shayan Dey Purkayas Tha

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shekh Adnan Niyariya**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shekh Adnan Niyariya

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shekh Hasan**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shekh Hasan

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shinde Daulatrao Krishnarao**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shinde Daulatrao Krishnarao

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shinu M S**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shinu M S

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shirish Kumar Shrivastav**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shirish Kumar Shrivastav

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shiva Kunwar,**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shiva Kunwar,

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shiva Nagilla**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shiva Nagilla

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shivabalan P**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shivabalan P

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shivani Gupta M**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shivani Gupta M

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shivasuriya G**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shivasuriya G

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shopic P**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shopic P

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shri Anjan Tyoti Boruah**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shri Anjan Tyoti Boruah

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shrivatsan B**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shrivatsan B

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shubham**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shubham

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shubham Kumar**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shubham Kumar

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shubham Prasad**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shubham Prasad

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shubham Shende**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shubham Shende

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shyam Kumar S**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shyam Kumar S

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Shyamananda Longjam**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Shyamananda Longjam

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sibbala Nikhil Ram**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sibbala Nikhil Ram

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sibi R**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sibi R

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sibi S**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sibi S

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Siddharth S**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Siddharth S

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sidhareddy Manigandan**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sidhareddy Manigandan

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sijo J S**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sijo J S

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Simgavarjula Vedavyas**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Simgavarjula Vedavyas

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sindu V**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sindu V

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Singam Reddy Mukundeswar Reddy**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Singam Reddy Mukundeswar Reddy

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Singana Sri Aravind**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Singana Sri Aravind

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sireesha M**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sireesha M

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Siriyapu Akesh Reddy**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Siriyapu Akesh Reddy

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Siva M**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Siva M

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Siva Sankaran P**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Siva Sankaran P

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sivakumar B**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sivakumar B

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sivakumar V**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sivakumar V

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sivaraman T**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sivaraman T

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sivasubramanian K**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sivasubramanian K

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sk Md Tauqeer**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sk Md Tauqeer

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sneha Roy**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sneha Roy

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Solar Eclipse Mukhim**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Solar Eclipse Mukhim

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Soma Sandeep**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Soma Sandeep

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Soma Sundaram L**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Soma Sundaram L

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Somarowthu Priyanka Naga Vardhani**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Somarowthu Priyanka Naga Vardhani

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Somu Vasu**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Somu Vasu

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sonal Pathak**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sonal Pathak

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sonapari Kumar**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sonapari Kumar

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sonayala Sai Ravi Teja**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sonayala Sai Ravi Teja

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sonu Kumar**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sonu Kumar

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sorokhaibam Chinglemba**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sorokhaibam Chinglemba

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sosabuj Barman**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sosabuj Barman

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Soundharya R S**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Soundharya R S

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sourabh Kumar Verma**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sourabh Kumar Verma

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sourabh Priyadarshi**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sourabh Priyadarshi

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sravan Kumar K**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sravan Kumar K

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sravani K**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sravani K

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sri Dharshini P**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sri Dharshini P

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sri Ram S**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sri Ram S

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Srikanth Reddy M P**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Srikanth Reddy M P

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Srilada Gudam Vangate Shalini**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Srilada Gudam Vangate Shalini

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Srin A Th Papa Rao P V N**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Srin A Th Papa Rao P V N

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Srinath K**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Srinath K

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Srinivasan C**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Srinivasan C

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Srinivasan S**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Srinivasan S

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sriramula Pranav**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sriramula Pranav

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Stephanraj R**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Stephanraj R

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Subash R**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Subash R

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Subbiah Durai Raj A**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Subbiah Durai Raj A

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Subhalakshmi G**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Subhalakshmi G

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Subodh Kumar Deo**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Subodh Kumar Deo

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sudarsanan C P**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sudarsanan C P

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sudeep Lamichhane**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sudeep Lamichhane

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sudhagar K S**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sudhagar K S

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sudharsan M**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sudharsan M

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sudharsanan M**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sudharsanan M

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Suhail Mushtaq**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Suhail Mushtaq

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sujitha M**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sujitha M

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sulekha Kumari**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sulekha Kumari

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Suman Mishra**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Suman Mishra

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sumit Kumar**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sumit Kumar

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sumit Ranjan**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sumit Ranjan

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sumit Suman**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sumit Suman

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sundu Vinay**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sundu Vinay

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sunil Kumar R**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sunil Kumar R

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sunitha Purkait**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sunitha Purkait

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Sunitha S**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Sunitha S

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Suraj Bhagat**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Suraj Bhagat

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Suraj Kumar Pal**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Suraj Kumar Pal

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Suraj Kumar Prasad**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Suraj Kumar Prasad

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Surchit Gupta**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Surchit Gupta

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Surendar K**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Surendar K

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Suresh Babu C**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Suresh Babu C

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Suresh Kumar M**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Suresh Kumar M

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Suriya A**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Suriya A

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Suriya R**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Suriya R

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Surla Bheemeswara Rao**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Surla Bheemeswara Rao

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Surya A**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Surya A

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Surya Prakash S**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Surya Prakash S

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Surya Prakash S N**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Surya Prakash S N

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Surya R**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Surya R

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Suryavamshi Sreekanth**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Suryavamshi Sreekanth

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Susheel Ranjan**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Susheel Ranjan

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Susindhar P**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Susindhar P

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Susovan Pal**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Susovan Pal

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Swapna Sai Chowdary K**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Swapna Sai Chowdary K

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Swetha Haridasan**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Swetha Haridasan

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Swethaa Shree**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Swethaa Shree

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Syed Abdul Rahuman N**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Syed Abdul Rahuman N

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Syed Asma Thunnisa**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Syed Asma Thunnisa

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Syed Nazim Pasha Khadri**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Syed Nazim Pasha Khadri

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Syed Sadik**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Syed Sadik

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Syedal Haseer**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Syedal Haseer

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Talasani Deep Kumar**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Talasani Deep Kumar

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Tamada Bala Krishna**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Tamada Bala Krishna

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Tamada Naveen**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Tamada Naveen

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Tameshwar Banjare**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Tameshwar Banjare

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Tamilselvi K**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Tamilselvi K

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Tanzeb Rashid**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Tanzeb Rashid

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Tejaswini R**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Tejaswini R

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Thanishki Reddy A**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Thanishki Reddy A

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Thenmozhi Devan D**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Thenmozhi Devan D

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Thillai Vani S**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Thillai Vani S

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Thiruvatturu Hari Krishna**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Thiruvatturu Hari Krishna

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Thiyagarajan R**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Thiyagarajan R

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Thoodi Shekar Reddy**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Thoodi Shekar Reddy

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Ubair Javid**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Ubair Javid

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Uma Mahesh B**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Uma Mahesh B

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Umamaheewar Reddy L**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Umamaheewar Reddy L

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Vadde Pavan Prasad**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Vadde Pavan Prasad

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Vadde Valli Vasu**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Vadde Valli Vasu

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Vamsi Krishna K**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Vamsi Krishna K

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Venkata Sudharshan G**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Venkata Sudharshan G

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Vetri Murugan S N**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Vetri Murugan S N

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Vikas T**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Vikas T

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear **Yaduvendra Pratap Singh**,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: Yaduvendra Pratap Singh

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear ISHAK MOHAMED K,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: ISHAK MOHAMED K

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear TANMOY SAHA,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: TANMOY SAHA

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

26 May 2022

Hyderabad

Letter of Intent

Dear VINOD KUMAR MURMU,

It was a pleasure interacting with you during our interview process and we believe that you will make a great asset to Keka. We are pleased to issue this offer to you, for the role of **Customer Success Manager**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can get the best out of you.

We look forward to working with you at the earliest.

1. Your date of joining will be **01 June, 2022** and the offer stands withdrawn after that unless the date is extended by us and communicated to you in writing.

2. You will be working in our office, based out of **Hyderabad.** Also, if the need arises, you will work for the company's subsidiaries, or associated companies in any location within or outside India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

3. From your joining date, you will undergo a **3-month probationary period**, during which you'll be evaluated and converted to a full-time employee following a review. You'll be required to maintain standards of performance & uphold the company's values at all times.

4. Your annual gross salary will be **INR 4,00,000.00** calculated as Cost to Company which includes INR **400000** as your fixed component and **INR 40000** as a bonus which will be paid after 12 months of employment with Keka. The break-up of the salary is attached herewith in Annexure-A. You will also be eligible for performance-based incentives of up to **INR 60000** post-conversion as a full-time employee.

5. You or the company can initiate termination by giving a written notice, with a notice period of **60 days**. Either party can accelerate/reduce the notice period by compensating the other party with the pay in lieu of notice on a pro-rata basis.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company, post-completion of your **training, and probation period**. You will be entitled to leave and holidays per the company's policy.

We welcome you to Keka and look forward to a long and mutually beneficial association.

For Keka Technologies Pvt Ltd.

- - Confidential - -

ANNEXURE – A: SALARY STRUCTURE

Name: VINOD KUMAR MURMU

Designation: Customer Success Manager

Date of Joining: 01 June, 2022

EARNINGS	MONTHLY	YEARLY
Basic	16,666.67	2,00,000.00
HRA	6,666.67	80,000.00
Special Allowance	4,033.33	48,400.00
Conveyance	2,916.67	35,000.00
Medical Reimbursement	1,250.00	15,000.00
SUB TOTAL (A)	31,533.34	3,78,400.00
PF - Employer	1,800.00	21,600.00
TOTAL	33,333.33	4,00,000.00
DEDUCTIONS	**MONTHLY**	**YEARLY**
PF Employee	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	1,800.00	21,600.00
TOTAL (A-B)	29,733.33	3,56,800.00
BONUSES		**AMOUNT**
Performance linked incentive		60,000.00
Retention Bonus		40,000.00
TOTAL BONUSES (C)		1,00,000.00
Total (A-B+C)		4,56,800.00

Provident Fund

The Company contributes a percentage of your primary salary, per the Provident Fund Guidelines, towards the Employee's Provident Fund.

Taxation

The Income Tax Act, 1961 as prevailing at the time of employment will govern the taxation matters. The Company will deduct tax at source per the prevailing income tax law. You will be responsible for the declaration of your total income to the appropriate authority as and when required by law.

Other Perks

You are in addition eligible for Medical Insurance. Other allowances such as expense reimbursements for mobile and commute are dependent on the job needs.

JMAN GROUP

Ref: JMD/CH/2021-22/045

Date: 21 February 2021

Letter Of Intent

Dear Jegan E,

Thank you for the interest in **JMAN Digital Services Pvt. Ltd**.

Subsequent to your interviews with us, we are glad to inform you that we intend to hire you as a **Software Engineer** subject to you successfully completing your graduation in **2022**. The date of joining will be decided later based on the business requirement and will be communicated to you or the management of **Bharth Institute Of Higher Education And Research**.

The cost to the company offered to you is **Rs. 350,000/-** (Rupees Three lakhs fifty thousand only) per annum. In addition, you will be eligible for a **Commitment Bonus** of **Rs. 2,00,000/-** (Rupees Two lakhs only) payable on successfully completing **30 months** in the organization, subject to you staying on the active rolls of the organization. The Commitment Bonus is not payable if you are serving your notice period.

You will be reporting to **Chennai** for your joining.

YOU HEREBY AGREE THAT:

1. You undertake to serve the Company or any of its associate or affiliated companies to which you may be transferred, for a minimum period of **24 months** from the date of joining.

2. You agree not to take employment with any other person, firm, or company during such period.

3. You are giving this undertaking in lieu of the considerable expenditure incurred by the Company on your professional upliftment.

4. You affirm to abide by these terms or if you fail to do so, and either leave the services of the Company before the said period or conduct yourself in such a manner as would compel the Company to terminate your services before the said period, you shall pay to the Company within seven days after the said eventuality, a sum of **Rs. 2,00,000/-** (Rupees Two lakhs only) by way of damages for breach of this undertaking, which is voluntarily tendered by you, and by way of opportunity loss that shall thereby occur to the Company.

We welcome you to **JMAN Group** and look forward to a long and mutually rewarding association with you.

For **JMAN Digital Services Pvt. Ltd.,**

Gerald Joseph
Business Manager

JMAN GROUP

Ref: JMD/CH/2021-22/046

Date: 21 February 2021

Letter Of Intent

Dear Williams M A,

Thank you for the interest in **JMAN Digital Services Pvt. Ltd**.

Subsequent to your interviews with us, we are glad to inform you that we intend to hire you as a **Software Engineer** subject to you successfully completing your graduation in **2022**. The date of joining will be decided later based on the business requirement and will be communicated to you or the management of **Bharth Institute Of Higher Education And Research**.

The cost to the company offered to you is **Rs. 350,000/-** (Rupees Three lakhs fifty thousand only) per annum. In addition, you will be eligible for a **Commitment Bonus** of **Rs. 2,00,000/-** (Rupees Two lakhs only) payable on successfully completing **30 months** in the organization, subject to you staying on the active rolls of the organization. The Commitment Bonus is not payable if you are serving your notice period.

You will be reporting to **Chennai** for your joining.

YOU HEREBY AGREE THAT:

1. You undertake to serve the Company or any of its associate or affiliated companies to which you may be transferred, for a minimum period of **24 months** from the date of joining.

2. You agree not to take employment with any other person, firm, or company during such period.

3. You are giving this undertaking in lieu of the considerable expenditure incurred by the Company on your professional upliftment.

4. You affirm to abide by these terms or if you fail to do so, and either leave the services of the Company before the said period or conduct yourself in such a manner as would compel the Company to terminate your services before the said period, you shall pay to the Company within seven days after the said eventuality, a sum of **Rs. 2,00,000/-** (Rupees Two lakhs only) by way of damages for breach of this undertaking, which is voluntarily tendered by you, and by way of opportunity loss that shall thereby occur to the Company.

We welcome you to **JMAN Group** and look forward to a long and mutually rewarding association with you.

For **JMAN Digital Services Pvt. Ltd.,**

Gerald Joseph
Business Manager

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear NITHISH KUMAR R,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear DEVANAND R,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear PRAKASH T,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear AJITH KUMAR R,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear PRAVEEN KUMAR R,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear ADHIMANNAN N,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear SELVA KUMAR R,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear INDRAN K,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear VAITHEESHWARI S,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear NAVEEN M,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear LOURDEZ PARKER P,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear CHANDRU E,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear KARTHIK I,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear BHUVANA V,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear DEENADAYALAN M,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear DILIP KUMAR. C C,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear DINESH KUMAR J,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear DIVYADHARSHINI K,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear GLORY P,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear GUNARAJAN K,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear JANAKIRAMAN B,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear JAYAPRIYA J,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear KAMINI K,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear KARUPPUSAMY A,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear KATHIRAVAN G,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear KEERTHANA S,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear KIRAN M,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear MURUGAN S,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear NIVETHA S,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Parameswaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear PANDI MEENA M,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear PERUMAL M,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear PORSELVAN R,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Parameswaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear PRADEEP KUMAR E,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Parameswaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear PREETHA A,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Parameswaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear PRIYADHARSHINI T,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Parameswaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear PUSHPALATHA R,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Parameswaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear RADHA S,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Parameswaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear RAJADURAI S,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Parameswaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear RAJESWARI J,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Parameswaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear RAKAVI V,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Parameswaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear REKHA C,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Parameswaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear RITHIKA R,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear SABAREESAN N,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Parameswaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear SARBUDEEN B,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Parameswaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear SATHYA S,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Paramesuvaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

ACS SOLUTIONS

DATE: 16.3.2022

OFFER LETTER

Dear SHAJRUNISHA G,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **Process Associate**. Your Annual CTC will be INR 2,10,000 (Bonus + Incentives + Commission)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Yours sincerely,

S. Parameswaran

ACS SOLUTIONS

14,1st floor, Station Border Road East Puduvai Nagar, Chromepet, Tamil Nadu 600044

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear JOSLIN J,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear KALAISELVAKUMAR D,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear LOGESH N,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear MADHU PRITHAA V B,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear MANIKANDAN K,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear MEYYIEPPAN G,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear MURALIKRISHNAN R,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear MUTHU M,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear MUTHUKRISHNAN S,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear PUGAZHANDHI S,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear PUSHPARAJ I,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear RAGUL B,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear RAGUL T,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear RAJALAKSHMI D,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear RAJAPANDI S,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear RAKESH R,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear RAMKUMAR G,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear RANGARAJAN D,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear RATHNA M,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear RINAL MOSSES S,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear RIYASKHAN M ,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear ROHINI K,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear ROHITH P,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear ROHITH S,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear RUKMANGATHAN L,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear SAI PRASATH J,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear SAI RAJ T,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear SAKTHI JOTHI R,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

Al Rahman Paradise Trading and Services

DATE: 5.4.2022

OFFER LETTER

Dear SAKTHIVEL G,

Congratulations

With reference to the Interview, you had with us, we are pleased to offer you the position of **AR - Associate**. Your Annual CTC will be INR 1,44,000 (Bonus + Commission + Incentives)

We are confident that you will exhibit your skills and experience towards the growth of our Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Talent Acquisition

Al Rahman Paradise Trading and Services

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear GOKULA KRISHNAN M V,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear RAHUL J,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear ARUNKUMAR SILVAM,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear kowshik Balaji D M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear JAGADEESH R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear SHARUN A,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear SRINIVASAN P,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear JOHNJEBASTEEN D,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear LOCHINI K,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear JEEVANANTHAM R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

Nehru Nagar, Velachery, Chennai, Tamil Nadu 600042

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear SHAIK JALALUDDIN,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear PAVITHRA R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear SILAMBARASU J,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear HADHEEKUR RAHMAN H,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear RANGARAMANUJAM N.S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear PRATHAP A,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear FARINA Z,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear VIGNESH S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear LAVEY L,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear SHARMILA R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear SHAYAMKUMAR K,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear RAMYA V,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear VELLAIAMMAL G,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear VIGNESH V,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear YOKESH R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear BALA MURUGAN P,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear KANNIYAPPAN M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear KOLANGINATHAN P,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear MATHIAZHAGAN S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear MONISHA S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear NANDHINI S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear SAGAYA ROSE TUCILIN MARY A,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear SANGEETHA V,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear SANTHIYA K,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear SATHISH KUMAR E,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear GUNISETTY DHANUSH,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear HAKKIM S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear HARI KRISHNAN R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear HARI PRIYA N,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear HARINI C,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

Nehru Nagar, Velachery, Chennai, Tamil Nadu 600042

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear HARISH C,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

Nehru Nagar, Velachery, Chennai, Tamil Nadu 600042

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear HARISH K,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear HEMAPRIYA N,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear HENTRY JOSHVA S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear IMTHAIS F,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear IYSWARYA S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear JAGAN M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear JANA C,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

Nehru Nagar, Velachery, Chennai, Tamil Nadu 600042

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear JAYA SURYA S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear JAYAKARAN M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

ALLSEC TECHNOLOGIES
BUILDING LASTING RELATIONSHIPS

Date: 21-3 - 2022

Location: Chennai

OFFER LETTER

Dear JAYASRI V,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be INR Rs. 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Allsec Technologies Limited

Authorised Signatory

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear JEEVITHA S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear SUNNY S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear THARSAN I,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear MOHAMED YASIN M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear PRAVEEN KUMAR D,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear JAYAPRAKASH A,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear RAVIKUMAR M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear GANAPATHY S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear SRIRAM S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear HARISH M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear THIRUMALAI BALAJI S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear DEEPAN R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear MOHAMMED ANAS A,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear POORANI D,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear AMBIKA A,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear BALASURYA A,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear PRAKASH RAJ V,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear GUNAL S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear ABISHEK P,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear PRIYA MAHALAKSHMI M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear DHIVYA M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear EDWARD ROHITH L,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear SUPREME KUMAR V,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear ARCHANA K,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear MAHIMA LALL ,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear ISMAIL M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear LINGESH S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear KANNAN K,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear KALAISELVI B,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear CHANDRU R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear MAGESH DANIEL M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear LOGANATHAN S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear PRASANTH E,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear NITHISHKUMAR S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear SANTHOSH R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear AUSTIN DHINAKARAN K,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear CHANDRU B,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear DEEPAK S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear DINAKARAN A,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear GOWTHAM VIJAY E,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear JAYAKUMAR K,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear JEEVA R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear JOHNSON K,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear KARTHIKEYAN J,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear MAGESH J,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear MAHADEVAN R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Feb 17th ,2022

Location: Chennai

OFFER LETTER

Dear MAYAPAULSANKAR M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Alset Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear GAYATHRI G,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear ARAVIND M,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear VIJI D,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear VIKRAM A,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear PRADEEP J,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear VISHAL S,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear VINOTH R,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear ARTHER JOEL A,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear SRIRAM KUMAR S,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear BALAKRISHNAN D,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear BAGAWATH J,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear PUGAZHANTHI A,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear SNEHA J,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear SORNALATHA R,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear SRIRAM K,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear SRIRAM M,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear SURAJIT SARMA,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear SWETHA P,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear YAMUNA GUBERAN ,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear YAMUNADEVI M,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear ABRAHAM THOMAS C L,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear APSARA G,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear BALAMURUGAN PALANI,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear BASKARAN E,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear HISHAM M S,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear KARTHIK K G,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear KARTHIK Y V HARSHAVARDHAN,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear KEERTHANA K S,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear KEERTHIKA R,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear KIMCHOIHOI CHONGLOI,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear KRISHNARAJ A D,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear KUNAL KUMAR SINGH J,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear LOGESHWARAN S,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear MADHUMITHA N,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear MEERA M,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear MUBASHIRA BANU A,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear NAGAVALLI M,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear NASREEN BANU T,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

Date: Apr 2nd , 2022

Location: Chennai

OFFER LETTER

Dear PAVITHRA K,

We are pleased to offer you the position of business development manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,44,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Altruist Technologies Limited

Talent Acquisition

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear SUBASH B,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear PREMKUMAR M,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear MONISH KUMAR S,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear SANTHOSH KUMAR M,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear SHIRLY P,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear MOHAMED ANSARI A,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear HARIHARAN S,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear RISHIKESH M,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear NARMADHA S,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear CHENNEL NESAN C R,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear SURIYA D,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear ANANDHI M,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear KASI T,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear JOTHI MEENA S,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear KARTHIK S,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear UDHAYAKUMAR T,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear DEEPAK M,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear PANDI M,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuwaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear RAGUL C,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear KARTHIKEYAN B,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear NAVEENKUMAR N,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear SELVAM R,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear YUVARAJ S,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear SINDHU R,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear SANTHOSH R,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear BALAVIGNESH R,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear ISWARIYA M,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear VELAN M M,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear KANIMOZHI E,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear BENITA BLESSINA S,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear PREMALATHA K,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear RANJANI D D,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear RAVEENA R,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear THEBORAL P P,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear MANISHKUMAR S S,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear PAPPY USHARANI K K,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear VIGNESH R,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear HEMACHANDRAN D,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear PRAVEEN KUMAR S,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear ANITHA K P,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear SURYA S,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear UDHAYAKUMAR R,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear VARUNA JEGAN T,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear VIGNESHWARJADAJA E,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear VINOTH V,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear YUKESH S,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear AKILA R,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear ARUN KUMAR N ,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear GEETHA A,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear JAYALAKSHMI P,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear CHANDRALEKA P,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear DHIVYA V,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear DIVYA K,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear GEETHANJALI M,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear HEMACHANDRAN S,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear ILAKKIYA S,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear AAKASH J,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear AAKASH V,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear ABEL IMMANVEL C,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear ABINASH A,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear ABINAYA R,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear ABIRAMI S,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear AJAY B,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear AKASH P,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear AKASH P,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear AKASH R,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear AKASH S,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear AKSHAYA V,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuwaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear ALLEN JEBAROSE A,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear ANCHAL KUMARI,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear ANJUM SIDDIQUA U,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear ARAVIND S,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

ASKUS SOLUTIONS

PRIVATE LIMITED

DATE: 14-04-2022

OFFER LETTER

Dear ARAVIND KUMAR V,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,69,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

ASKUS SOLUTIONS
PRIVATE LIMITED

S. Paramesuvaran

41. Ranganathan St, St. mount,Chennai-600016

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear HARI PRASANTH V,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear IYYAPPAN V,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear KABILAN V,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear KAMATCHI J,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear KISHORE D,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear LAKSHMI R,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear LAKSHMI V,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear MANJUPRIYA P,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear MEENA D,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear PRAKASH K,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear PRAVEEN M,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear PREETHI A,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear PUGAZHARASAN M,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear RAGHUL K,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear RAMYA P,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear SAKTHI PARTHASARATHY K,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear SANJAY KUMAR S,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear SANTHURU M,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear SARATHI S,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear SATHYA S,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear SHAIK KHAJA MOHIDDIN S,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 8-03-2022

Dear SUNIL KUMAR T,

Congratulations!!!

ASSB CONSULTANTS (OPC) PVT LTD is pleased to extend an offer to you for the position of **BUSINESS DEVELOPMENT OFFICER(SALES)**. We believe you will be a valuable addition to our team and very much looking forward to having you on board.

Onboarding will be based on Business Needs, Covid 19 Regulation, and Financial Condition of the Company.

You will be offered an Annual CTC of INR 1,44,000(Bonus + Incentives)

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

For ASSB CONSULTANTS (OPC) PVT LTD

Authorised Signatory

18-2-2022

JOB OFFER LETTER

Dear RAGHUL CHANDER R,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

18-2-2022

JOB OFFER LETTER

Dear TEJESHWANI K.L,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

18-2-2022

JOB OFFER LETTER

Dear SUTHARSANAM J,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear NAVEEN RT,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

18-2-2022

JOB OFFER LETTER

Dear GOPINATH M,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

18-2-2022

JOB OFFER LETTER

Dear MOHAN R,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

18-2-2022

JOB OFFER LETTER

Dear PARTHASARATHI K,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

18-2-2022

JOB OFFER LETTER

Dear DHANUSH KUMAR M,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

18-2-2022

JOB OFFER LETTER

Dear BHAKIAGANAPATHY SK,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear LOKESHKUMAR S,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

18-2-2022

JOB OFFER LETTER

Dear DHANASEKAR M,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

18-2-2022

JOB OFFER LETTER

Dear NIRMAL G,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

18-2-2022

JOB OFFER LETTER

Dear SANTHOSH K,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

18-2-2022

JOB OFFER LETTER

Dear SANJAY KUMAR A,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

18-2-2022

JOB OFFER LETTER

Dear NADESAN G,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

18-2-2022

JOB OFFER LETTER

Dear MURUGESH R,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear MOHANRAJ A,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

18-2-2022

JOB OFFER LETTER

Dear LOGESH I,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

18-2-2022

JOB OFFER LETTER

Dear JAGADEESWARAN S,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear JAGATHISH M,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

Azura Media Solutions
Azura Media
CHENNAI

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear JAMI PAULRAJ P,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear JANANI P R,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

Azura Media Solutions
Azura Media
CHENNAI

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear JAYAMOHAN K,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear JESWIN B,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear JOHNSON J,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

Azura Media Solutions
Azura Media
CHENNAI

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

18-2-2022

JOB OFFER LETTER

Dear KAMALESH N,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

18-2-2022

JOB OFFER LETTER

Dear KARAN A,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

18-2-2022

JOB OFFER LETTER

Dear KARAN K,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear KATHIRAVAN A,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear KATHIRAVAN T,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

18-2-2022

JOB OFFER LETTER

Dear KAVIYA K,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear KAVIYA B ,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear KOWSALYA S,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

18-2-2022

JOB OFFER LETTER

Dear BALAJI V,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear GUNALAN P,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

Azura Media Solutions
Azura Media
CHENNAI

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear HARISH S,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear JAYASHREE S,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

Azura Media Solutions
Azura Media
CHENNAI

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

18-2-2022

JOB OFFER LETTER

Dear KARUPPUSAMY S,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear LAVANTHI SUPRAJA PRAKASH SUJATHA,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

Azura Media Solutions
Azura Media
CHENNAI

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear LOKESH MADHAVAN S,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

Azura Media Solutions
Azura Media
CHENNAI

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear MOHAN BABU K R,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

18-2-2022

JOB OFFER LETTER

Dear PHILIP RAJ Y,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear PAVITHRAN S,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

Azura Media Solutions
Azura Media
CHENNAI

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

18-2-2022

JOB OFFER LETTER

Dear PRAKASHRAJ P,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear PRITI SAHA ,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

18-2-2022

JOB OFFER LETTER

Dear RAJKUMAR T,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

AZURA MEDIA SOLUTIONS

18-2-2022

JOB OFFER LETTER

Dear RUBACHANDRAN K,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

ADDRESS NO.3, 3rd Main Road, Krishna nagar, Chrompet, Chennai-600064

18-2-2022

JOB OFFER LETTER

Dear SANJAY D,

With reference to the Interview, you had with us, we are pleased to offer you the position of **BUSINESS DEVELOPMENT EXECUTIVE (SALES).** Your annual CTC will be 2,03,000 (Incentives + bonus + commission).

Your joining with us will be based on the Business Needs, Financial Position of the company.

You are requested to bring with you the following documents at the time of joining

1. Four passport size photographs.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

For AZURA MEDIA SOLUTIONS

Mr.Krishnaprasath
Project Manager
Azura Media

15-3-2022

OFFER LETTER

Dear SARAVANAN V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 2,10,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Bajaj Fin Serv

15-3-2022

OFFER LETTER

Dear SNEHA R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 2,10,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Bajaj Fin Serv

15-3-2022

OFFER LETTER

Dear SOUNDARYA V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 2,10,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Bajaj Fin Serv

15-3-2022

OFFER LETTER

Dear AADHITHYA B,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 2,10,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Bajaj Fin Serv

15-3-2022

OFFER LETTER

Dear ABHINAYA R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 2,10,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Bajaj Fin Serv

15-3-2022

OFFER LETTER

Dear AJAY M ,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 2,10,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Bajaj Fin Serv

15-3-2022

OFFER LETTER

Dear AJITH KUMAR R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 2,10,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Bajaj Fin Serv

15-3-2022

OFFER LETTER

Dear AKASH A,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 2,10,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Bajaj Fin Serv

15-3-2022

OFFER LETTER

Dear AKASH G,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 2,10,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Bajaj Fin Serv

15-3-2022

OFFER LETTER

Dear AKASH P,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 2,10,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Bajaj Fin Serv

15-3-2022

OFFER LETTER

Dear AKASH SAKTHI P,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 2,10,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Bajaj Fin Serv

15-3-2022

OFFER LETTER

Dear ARAVIND S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 2,10,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Bajaj Fin Serv

15-3-2022

OFFER LETTER

Dear ARIVAZHAGAN R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 2,10,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Bajaj Fin Serv

15-3-2022

OFFER LETTER

Dear ARUNACHALAM V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 2,10,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Bajaj Fin Serv

15-3-2022

OFFER LETTER

Dear ASHOK S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 2,10,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For Bajaj Fin Serv

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear DIVYA R,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear BHUVANESH KRISHNAKANTH V,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear SANTHOSH KUMAR M,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear SYED SHERIF A,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear SASIKUMAR S,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear ALEX PANDI G,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear KOUSHIKA R,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear SARAVANAN D,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear CHRISTOPHER KINGSLY M,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear SAI PRASATH B,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear Sai Shree Raam .,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear SRINIVASAN B,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear HARIKRISHNAN A,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear JAGATHEESWAR D,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear DEEPIKA S,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear RAHUL M,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear VAIRAVEL V,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear DINESH BABU V,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear SATHIYANARAYANAN R,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear LALLESH S NAIR,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear NT . DANIEL DAOSA,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear BALA BALAJI M,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear SHANDHIYA P,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear SARAVANAN P,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear BOSE THANGAPANDIYAN M,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear ROHIT AKUNDI,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear MANIKANDAN R,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear DINESH KUMAR K,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear SATHYASEELAN S A,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear SUBASHRAJ S,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear NARESH M,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear JOSHUA S,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear MUGILAN M,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear YUVARAJ S,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear PURUSHOTHAMAN S,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear Sudhakar R,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear PRASANTH S S,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear TAMILARASI M,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear THULASI E,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear UMA MAHESWARI K,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear ABIRAMI K,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear ABITHA A,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear ADIVARMAN V,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear AJAY P,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear AJAY R,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear ALEX S,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear ANBUSELVAN S,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear ARCHANA N,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear ASHOK KUMAR V,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear BALAGANESAN R,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear BASKARAN R,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear DHANALAKSHMI S,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear DHARANI AKASH E,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear DHINAKARAN A,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear ARCHANA A,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear KAVIYA G,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear ABINESH N,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear GOKUL R,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear GUNASEELAN S,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear GOPINATH M,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear MILFERD B RAYAN,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear RATHNA KUMAR S,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear TAMILARASU M,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear NISHA BERTILLA R,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear SURJEETHKUMAR U,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear MADHAVAN S,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear VASANTH R,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear TAMIZHANBAN D S,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear SUBASH M,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear DINESH D,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

CADD SCHOOL PRIVATE LIMITED
(H.O) # Office : No.196 &197,
2nd Floor, Raahat Plaza, No.172,
Arcot Road,Vadapalani,
Chennai - 600 026.
044-4503 2001 / 9884433848.
vadapalani@caddschool.in
www.caddschool.in

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 17-03-2022

Dear SUNIL B,

Congratulations!!!

With reference to the Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES).

We are confident that you will exhibit your skills and experience towards the growth of our organisation.

Your Annual CTC will be INR 1,20,000.

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
6. Medical Fitness Certificate- saying you are fit enough to work in night shifts. • Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

CADD SCHOOL PVT. LTD. CADD SCHOOL Padi, Chennai - 600 050.

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear ARUNKUMAR D,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear SARASHTIN N,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear JAYASURYA P,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear ASHOKKUMAR S,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear BASKAR V,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear ASWIN V,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear JAISUGAN D,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear JEEVA P,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear CL VABEIHRUATHA R,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear DHINAKARAN M,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear CHANDAN KUMAR JENA K,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear AVISH M,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear HARISH KANNA B,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear BARATHIRAJA K,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear JAIGANESH T,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear NIKETHAN RAJ Y,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear KARTHIK A,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear YUKESH C,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear JEEVITHA V,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear GOMATHI S,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear JAGADEESH R,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear SURYA K,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear SATHISH KUMAR E,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear UDHAYAN S R,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear MARTIN KUMAR S,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear RAJESH A,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear RATHISH M,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear KARTHICK N,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear KEERTHIKA S,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear VISHWANATHAN D,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear VINOTHKUMAR N,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear AJITH KUMAR R,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear SURENDHAR P,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear VASANTHKUMAR R,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear MANIKANDAN K,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear JEBASTIN JOHN R,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear JERO DARVIN P,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear KEERTHANA K,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear KIRTHIGA R,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear KUMARAVEL S,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear MAGESH RAJ B,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear MAGESHWARI G,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear MUKILAN P,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear NAGARJUNA B,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear ARAVINDHAN S,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear ARAVINDHAN V,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear ARIVAZHAGAN T,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear ARUN H,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear ARUN T,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear ARUN KUMAR N,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear ARUN KUMAR S,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear ARUNKUMAR V,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear ASARIYA SAMUEL D,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear BALA SUNDARAM R,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear BALAJI D,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear BENAZIR Banu. K,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear BENYNAL P,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear BHARATH KUMAR N,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear BHARATHKUMAR E,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear BHARATHRAJ M,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear BHARATHRAJ R,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear BHUVANESHWARAN P,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

DREAM WORK MANAGEMENT

and Business Solutions

March 18th 2022

SUB: - OFFER LETTER

Bharath Institute of Higher Education and Research-Faculty of Arts and Science

Dear BOOPATHI K,

Congratulations!!!

We are pleased to confirm that you have been selected to work for DREAM WORKS MANAGEMENT.

We are delighted to make you the following job offer.

The position we are offering you is that of **TSO (TELE SALES OFFICER)** with an **annual CTC Includes Incentives & Bonus.**

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You will be offered an Annual CTC of INR 2, 50,000(Bonus + Incentives + Commission)

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photographs.
2. Copies of educational / professional qualifications and experience certificate (If applicable).
3. Copy of Aadhar Card and PAN Card.

Priya

PRIYA ASHOK KUMAR
HEAD-HUMAN RESOURCES

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear SUGANTH R,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear PRIYANGA V,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear ISHWARYA M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear AGASH M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear PRAKASH V,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear GOKULNATH A,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear KAMALA HARAN M S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear CHANDRU S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear LAKSHMAN V,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear MOHAN PRAKASH K,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear ZEENATHKUMAR A,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear ARUN K,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear KAVIARASU P,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear EJAZ A,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear SATHYANARAYANA G.V,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear TAMIL ARASAN K,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear ESTHER RANI R,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear VIJAY MATHEW K,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear KARTHIK M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear MANI M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear PRINCY P,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear MOHAMMEDALI R,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear KALAIVANI V,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear TAMILARASAN M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear LINSAN RAJ A,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear RAMYA V,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear ESWARI S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear SWETHA M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear DHANALAKSHMI S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear SATHIYA RUBA S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear ABISHA P,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear PRAMIYA M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear ROJA M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear JENITA S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear ASHOK S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear ASHANKA PATOLE A,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear NITHIN S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear ARVIND M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear AAKASH M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear PASCALPRBHAKARAN C,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear SHALUKYA S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear GIRIJA S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear MANIKANDAN R,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear ARUN M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear MUTHAMIZHAN P,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear KARTHIK I,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear SIVALANKA SRI VINAY PRAKASH,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear SURIYA V,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear SATHIYANATHAN M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear ELANGO P,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear SUBASREE M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear SURESH BABU M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear THEVIAYA DHARCHINI M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear THIYAGARAJAN R,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear VASANTHA E,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear Krithika S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear LAKSHMI J,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear LOKESH KUMAR,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear MADHAVAN K,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear MAHESH M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear MANIKANDAN PARIDA S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear MANOJ KUMAR S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear MATHIKIRUBAN M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear MOHAMED ANEES A,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear MOHAMED ISMAIL S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear MOHAMMED AASHIF S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear MOHAMMED NISAR C,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear MOHANRAJ G,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear MONISH M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear MUHAMMAD EID M M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

EUREKA OUTSOURCING SOLUTIONS

DATE: 11-03-2022

OFFER LETTER

Dear MUHAMMED SANOOF K. K,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be INR 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Eureka Outsourcing Solution

Jesse Giffin

LB Rd, Adyar, Chennai, Tamil Nadu 600041, India

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear JESUS JEEVAN V,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear GEETHA D,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear NANDHA KUMAR S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SAM ROHITH D,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear MANVEL VARGHESE J,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SANTHOSH D,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SUMITHRA B,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear MANOJ C,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear GOPI S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear GURUCHARAN S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

Eximio

OFFER LETTER

Dated :28-3-2022

Dear SUBASH S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear KAILASH R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SASI KUMAR S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear VALLARASU S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear TAMILSELVI D,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SANTHOSH KUMAR S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear GOPINATH T,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

Eximio

OFFER LETTER

Dated :28-3-2022

Dear SANTHOSH KUMAR V,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear VARATHARAJAN R R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear HARISH R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear ADITHIYA M,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

Eximio

OFFER LETTER

Dated :28-3-2022

Dear GOWTHAM H,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear VELMURUGAN V,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear KALAIARASAN K,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

Eximio

OFFER LETTER

Dated :28-3-2022

Dear CHANDRA SEKAR P,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear RITHIK S. J,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear ROBIN R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear VIJAY C,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear AKASH N,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear MOHAMMED MUQADDAM S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SOFIYA J,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

Eximio

OFFER LETTER

Dated :28-3-2022

Dear NAVEEN KUMAR R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear JACKLIN JIBRATHE A,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear JAYASEELAN R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SAIRAM B,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear NANDHINI E,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear KARTHIKA D,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear RISHWAN N,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear KARTHICK C,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

Eximio

OFFER LETTER

Dated :28-3-2022

Dear JOHNVIJAY P,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SANTHOSH KUMAR A,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear DAYANA SWEETI A,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear YUVARAJ M,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

Eximio

OFFER LETTER

Dated :28-3-2022

Dear SOUNDARRAJ S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear ARTHI R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear Hemanth A .,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear VIKRAM R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear VIGNESH E,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear PURUSHOTH R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SATHYAMOORTHY V,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear DEVADHARSHINI S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear KIRTHIGA R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear RIZWAN AHMED B,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear GOKULAKRISHNAN S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear HARIHARAN M,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear RAKESH A,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear VIGNESH S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SARAVANAN K,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear MANIKANDAN M,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear JAYA A,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear HARIKUMAR S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear BHUVANESWARI P,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear TAMILSELVAN B,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear KISHORE KUMAR R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear AKASH P,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear DHAYANIDHI L,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear DHAARANI M,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear VINITHA V,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear Naresh D K,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear DINESH KUMAR S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SANJAY S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear MUTHUMANI B,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear KARTHIKEYAN K,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear PRAKASH R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SIVAKUMAR M,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear KISHORE KUMAR K,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear AJAY V,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear UDHAYAKUMAR P,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SHUVAM MAJUMDER .,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear PRAVAKAR BHADURY .,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear ELISHA DANIEL N R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SURYA PRAKASH M,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear RAJESHWARI A,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear PRAVEEN KUMAR M,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear ASHWIN R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear GAYATHRI J,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear VIKRAM M,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear ANANDU S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SAJITHA M,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear NISHANTHI R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear KALAIARASI R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear MEENAKSHI G,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear UMA RANI K,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SUKESKUMAR D,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

Eximio

OFFER LETTER

Dated :28-3-2022

Dear MANIKANDAN R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SANJAY S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SANTHOSH P C,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SURESH P,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear PRAVEEN R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear MANIKANDAN P,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SILAMBARASAN E,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear YOGESHWARAN D,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear GUNASEKARAN A,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear GUNASEKARAN S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear VIDHYA V,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear KUMARESAN M,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear KAMESHWAR S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear PURIMITLA VENNELA B,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear MARYMADHA R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SAMUEL R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear VINOTHA P,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear KOWSALYA D,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear PRIYA M,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear SUJITHA S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

Eximio

OFFER LETTER

Dated :28-3-2022

Dear AARTHI S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear ADHITYAN B,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear AKASH S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear ARJUN Y,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear ARUN A,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear DEVIPRIYADHARSHANI S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear DHANAN JAYAN A,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear DHORABABU P,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear DOLLY JOHANA B,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear GOWTHAM P,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear DINESH J,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

Eximio

OFFER LETTER

Dated :28-3-2022

Dear DINESH KUMAR R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear DIVYA S,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear DURAI SINGH PRABAKARAN K,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear ESWARI R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

Eximio

OFFER LETTER

Dated :28-3-2022

Dear GERSON SAMRAJ D,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

Eximio

OFFER LETTER

Dated :28-3-2022

Dear GOPINATH R,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

Eximio

OFFER LETTER

Dated :28-3-2022

Dear HARDHIK R PATEL,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear HARIHARAN A,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear HARIHARAN A,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear HARIHARAN J,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear HARISH K,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as
Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

Eximio Services and Solutions Private Limited
DP 111 (SP), F-18A, 5th Street,
Ambattur Industrial Estate,
Chennai - 600 058.
www.eximio.in

OFFER LETTER

Dated :28-3-2022

Dear HARISH Y,

We are very pleased to inform you that we have shortlisted you for the position of **Process Associate** in our company. We are excited to have you as a part of our team.

The key purpose of writing this letter is to inform you about our decision and to find out if you are still interested in getting this job in our company, please come visit us for an early interview and while doing so, please don't forget to bring your updated resume and other documents.

We hope to receive a favourable response from you and looking forward to have you on-board as Part of our team!

You will be offered an Annual CTC of INR 1,20,000(Bonus + Incentive).

For Eximio Services and Solutions Private Limited,

Raj Yadav A K
Head of People & Culture

DATE: 23-04-2022

OFFER LETTER

Dear HEMAMALINI S,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear ABISHEKCYRIL R,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear CHAKRAVARTHY K,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear THINESH KUMAR L,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear RAJALAKSHMI S,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear RITHEKRAJAN R,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear JEEVA T,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear SANJAIKUMAR S,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear MOHAN J,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear ASHWIN KUMAR R,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear NATARAJAN V,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear MOHANRAJ V,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear NAVEEN KUMAR M,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear NAVEENKUMAR P,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear NISHANTHI S,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear PAVITHRA P,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear PREETHA P,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear RAJA A,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear RAMESH V,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear ROHITH P,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear SATHISH KUMAR M,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear SATHISH M,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear SATHIYA PRIYA S,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear SATHIYAMOORTHY S,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear SETHURAMAN R,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear SRISURYA K,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear SUMAIYA BANU K,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear DINESH K,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear DIVYA R,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear DIVYAPRAKASH S,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear DRAVID A,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear DURGADEVI M,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear DUSHVENTH R,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear FERGIN V,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear GANESH M,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear GANESH RANJITH P,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear GANGADHARAN R,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear GAYATHRI DEVI S,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear GLORI V,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear GOKUL N,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear GOKUL N,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear GOKUL V,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear GOKULRAJ A,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear GOPIKUMAR M,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear GOWTHAM SUBARAMANI,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

DATE: 23-04-2022

OFFER LETTER

Dear GUNASEKARAN R,

With reference to the Interview, you had with us, we are pleased to offer you the position of Process Associate**.** Your Annual CTC will be INR 1,80,000 (Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Fusion BPO Service
Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear GOPALAKRISHNAN P,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear KARTHIKEYAN A,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear NARENDAR KUMAR,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear SENTHAMIZH A,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear MADHIVANAN S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear SRI MANIKANDAN D,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear KRISHNAKUMAR S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear GOPI E,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear VIGNESH S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear VISHAAL S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear SIVARAO GANESON,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear ROHITHBHARATHY S R,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear RENGANAYAKI S B,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear GANDHI S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear SHALINI A,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear FARHANA BEGUM R,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear MOORTHI C,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear JOHN B CONALLY ZORAMTHANGA,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear VETRISELVAN E,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear VAISHNAVI DEVI K,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear BALASUBRAMANIAN M,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear Arasu Thamizh Vanan S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear TAMILVENDHAN S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear GANESH V,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear GOKUL K K,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear ASWIN KUMAR B B,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear HARISH G M,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear NANDHINI A,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear GAJALAKSHMI K,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear ANGEL PRIYA E,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear ANITHA DENCY S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear PAVITHRA P,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear STEPHENRAJ D,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear MONIKASREE V,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear AMUTHA M,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear GAYATHRI R,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear BALAMURUGAN T,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear DHANA LAKSHMI S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear KEERTHANA A,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear SRIDEVI R,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear NISHALINI R,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear RAJA S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear KEERTHIKA P,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear THARUN PRASATH D,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear ARAVIND A,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear JOHN PETER A,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear SURIYA E,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear MONISH KUMAR A,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear SARAVANAN S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear FREDRICK LALNUNPUIA HNAMTE,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear HAKAEMI SHANGPUNG ,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear JAHNAVI SANGARAJU,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear KAYAL VIZHI M,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear KEERTHANA H,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear KRISHNAVEL S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear LAKSHMI TEJA REDDYCHERLA,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear MADHANKUMAR T,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear MEENATCHI S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear PASUPULETI SUBRAMANYAM SAI TEJASWI,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear PRADEEP T,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear PROSPERLY RYNGKHLEM D,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear PURUSHOTHAMAN M,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear RENUGA E,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear SAI HARITHA TADEPALLI,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear SANDHIYA P,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear SARADHA T.V,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear SHARMILA K,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear CHANDRA SEKAR C,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear CHANDRAN K,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear CHANDRU E,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear CHANDRU S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear CHIRANJEEVI M M,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear DAVID M,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear DEEPAK B,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear DEEPAK P,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear DEEPAN G,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear DEEPIKA H,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear DEVARAJ G B,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear DEVPRAKASH E,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear DHANUSH E,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear DHAYANITHI S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear DHEENADAYALAN B,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear DILIPKUMAR S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear DINESH J,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear SANJAY E,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear SANJAYKUMAR M,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear SANKARA NARAYANAN K,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear SANTHOSHKUMAR R ,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear AADHITHYA B,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear BHUVANESHWARI S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear CROSS ANTONY ASVANTHAN S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear GANESAN S,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear GURUNATH R,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear HEMANTH RAJ A,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear JANA R H,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear KACHARLA SRIMANTH ,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear KARTHICK M,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

Date: Mar 16th ,2022

Location: Chennai

OFFER LETTER

Dear LAKSHMINARYANAN V,

We are pleased to offer you the position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs.2,10,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For HDB Financial Services

Talent Acquisition

DATE: 21-04-2022

OFFER LETTER

Dear SAMSU MOHAMMED A,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear FREETHA G,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear GANGESWETHA S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear ELISHA PAUL S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear SHEETAL SINGHA,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear HEMRAJ G,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear MANIKANDAN M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear MANOJ B,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear DINESH S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear GOPU E,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear SANTHOSH R,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear ARUL MURUGAN V,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear JENCY J,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear KARTHIKA B,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear MONIKA R,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear MONISHA A,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear SURENDER K,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear SURENTHIRAN V,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear SURYA D,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear SURYA PRAKSASH N,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear SURYAPRAKASH D,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear SWETHA B,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear SWETHA KUMARI L,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear SYED SHAINSHA B,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear TAMEEM S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear TAMILARASU B,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear THAMIZHARASAN S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear THARUN P,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear THARUN S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear THEEVASH S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear THIRUNAVUKARASU.M M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear TINKI DINESH R,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear UMA MAGESHWARI P,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 21-04-2022

OFFER LETTER

Dear VEERABATHIRAN S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your Annual CTC will be Rs 1,80,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Infosearch

DATE: 11-03-2022

OFFER LETTER

Dear ROHITH M,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear SARAVANAN M,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear SIVAKUMAR V,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear VISWA V,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear VIGNESH S,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear SOLSMON M DANIEL,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear BHARATH KUMAR S,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear KAMALESH B,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear SANJAY T,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear SHANMUGAM S,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear HARISH R,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear KARTHIK RAJA L,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear PRADEEP T,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear PRAGATHEESWARAN S,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear SAKTHIDASS B,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear TAMIL AZHAGAN C,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear BALAGANESAN R,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear AMALA PRIYADHARSHNI R,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear ABIRAMI B,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear AJAY A,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear AKASH R,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear ANANDHI G,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear ARIKRISHNAN S,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear BALASUNDAR K,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear CHANDRALEKHA R,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear DEVENDRAN R,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear GADDAM VIGITHA B ,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear IRULAGANESHMANI R,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear LOGESHWARI P,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear MOHANA V,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear PANDI KUMAR B,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear PARTHIBAN D,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

DATE: 11-03-2022

OFFER LETTER

Dear PRAKASH M,

With reference to the Interview, you had with us, we are pleased to offer you the position of Business Analyst**.** Your Annual CTC will be INR 2,04,000 (Incentives + bonus + commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

Ison xperiences

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear VINOTHKUMAR D,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear ASHIKA BEGUM N,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear RAGUPATHY M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear PRUSHOTHAMAN K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear MUKESH S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear RESHMA R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear MAGESH KUMAR V ,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear OVIYA M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear YOGITA PANDEY,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear KOSHIKA S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear AARTHI S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SANJAY KUMAR V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SANJAY V ,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SANTHOSH A,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SANTHOSH K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SANTHOSH K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SANTHOSH N,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SANTHOSH P,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SANTHOSH S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SANTHOSH KUMAR K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SARAVANA M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SASIKUMAR V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SATHISH A,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SAYED FARUK S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SELVAM M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SELVANDRAN C,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SHALI RAMAKAMALAM S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SHAMESH K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SHANGAR LINGA GOKUL S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SHARMILA S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SHEERIN FARHANA MOHIDEEN FATHIMA S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SHERMELEE T S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear PINNIKA ANITHA,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear POTHUM PONNU C,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear PRABHU T,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear PRASANTH A.K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear PRAVEEN KUMAR D,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear PRAVEENA S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear PUSHPANJALI S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear RAJESH K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear RAJESWARI A,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear RIKKESKUMAR J,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear ROJA G,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SANDHIYA K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SANTHOSHKUMAR R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SARANRAJ M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SARAVANAN P,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

KALVI INSTITUTE

12-2-2022

OFFER LETTER

Dear SATHISH KUMAR K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + Commission +Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Charulatha

KALVI INSTITUTE

1st Main Rd, Jawahar Nagar, Perambur, Chennai, Tamil Nadu 600082

DocuSign Envelope ID: 5C228761-038F-4D3A-949E-E3057969C3D8

Date**: 6th April 2022**

To,
Kamesh M PRIVATE & CONFIDENTIAL

Dear Kamesh M,

Sub: Offer cum Appointment letter - CSP

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of "Customer Service professional" on following conditions:

Upon your joining on or before **6th April 2022**, you will be appointed as "**Customer Service Professional"** on a regular employment with SITEL. Your annual Base compensation (Total Guaranteed Pay) will be **INR 218,196 per annum**. Details of your overall compensation and other benefits is placed at Annexure-1. You will be assessed on attendance, performance against targets set and or any other parameters that may be communicated or may be applicable to your role.

1. In the initial period of appointment, you may be put into **Training** wherein you will be provided necessary upskilling to perform the job to the satisfaction and you will be assessed about your capability on time to time during and after the training. Your successfully completing various phases of training is a pre-condition to your continued employment with Sitel. if it is found during the said training your performance is not satisfactory or not up to the mark then you will stand automatically disqualified for appointment in the organization and your services shall stand automatically terminated.

2. Your initial appointment will be at Chennai but your services are liable to be transferred to any establishments which the Company opens from time to time; your services are also liable to be transferred from one department to another department; from one project to another and to the sister concerns/associated companies and subsidiary companies. Upon transfer, you will be governed by the terms and conditions of service applicable to the said establishment.

3. You will be subject to the Code of Conduct and other general rules of employment pertaining to holidays, leave rules and hours of work etc. prevailing in the Company or may be stipulated from time to time. The code of conduct and other general rules of employment shall be communicated to you in the induction and would be deemed understood and accepted upon your signing the undertaking.

4. You will -

    a. Diligently, faithfully and to the best of your skill and ability serve the Company and perform all the duties entrusted to you from time to time.

    b. Obey and comply with all orders and directions given to you by the Company or any Officer duly authorized in that behalf and faithfully observe all the rules,

DocuSign Envelope ID: 5C228761-038F-4D3A-949E-E3057969C3D8

regulation and arrangements of the Company for the time being in force for the management of the Company's property or for the control and good conduct of the Company's employees.

c. Throughout the continuance of your employment give and devote the whole of your duties with the Company and while serving the Company will not, without the prior consent in writing of the Company, engage yourself directly or indirectly with or without remuneration in any trade, business occupation, employment, service or calling nor shall be during the term of this employment directly or indirectly take up any employment of service or carry on any business either in partnership with others or on your own account similar to or in any way competitive with the business of the Company.

d. Not at any time either during the continuance of this employment or any time thereafter except by the prior direction in writing of the Company use for yourself or divulge or disclose either directly or indirectly to any persons, firm or body, corporate any know-how, knowledge or information or any trade secret of financial matter which you may acquire during the course of or as incidental to your employment concerning the business of any of its affiliated or transaction in which the Company may have been concerned or interested whether directly or indirectly.

5. You will be on probation for a period of six months from the date of your joining, and you will be deemed confirmed after successful completion of the probation period unless communicated in writing otherwise.

6. In case, during the continuance of your employment, you are incapacitated by reasons of illness or accident or any other cause beyond your control from attending to your duties for a period of 3 consecutive months or for periods amounting in the aggregate to 3 months in any one year, the Company may in its discretion terminate your employment without any notice or payment in lieu of notice.

7. Background Verification-

Your appointment and further continued employment is subject to your clearing to the satisfaction of Sitel management of background verification which may cover but not limited to employment, education, address proof, criminal and antecedent etc. In addition the Company may send you for medical examination (including Drug test) from time to time to gauge your fitness to continue to work for the Company. The opinion of the Company's approved Medical Practitioner or any Medical Practitioner/Hospital of the choice of the Company shall be final and binding. By signing this contract you also undertake to acknowledge this and provide your unconditional consent to the company to conduct above verification.

8. Confidentiality and Non-Disclosure of Trade Secrets-

Any information relating to your personal circumstances shall remain confidential. However, it is understood that you hereby grant to the Company the authority to disclose

DocuSign Envelope ID: 5C228761-038F-4D3A-949E-E3057969C3D8

such personal information to appropriate officers or authorities when so required by law and/or judicial authority; or to the Company's clients when required by the latter under circumstances and conditions made known to you in advance; or to information verifiers in relation to employee background check purposes under circumstances and conditions made known to you in advance. You understand and agree that your consent shall be requested by Company prior to the disclosure to third parties of any of your sensitive personal information which includes information: (1) about your race, ethnic origin, marital status, age, color, and religious, philosophical or political affiliations; (2) about your health,
education, genetic or sexual life, or your criminal history; and (3) issued by government agencies such as your social security number, health records, licenses, and tax returns. Your consent will not be required for the disclosure of your sensitive personal information if it is necessary for the protection of life and health, for medical treatment, for court proceedings, or when provided to the government.

You shall not disclose your compensation package and other contents of this employment contract to other employees in the Company.

You shall not disclose or utilize directly or indirectly, other than on behalf of the Company, its subsidiaries and associated companies, and shall keep confidential, during and after your employment, all confidential or proprietary information which may come to your knowledge concerning the business or affairs of the Company, its subsidiaries and any associated company, and their respective customer, clients, principals, and agents.

During or after your employment with the Company, you shall not, remove from the premises any client list, client information, database of any description, whether on hard copy, digital copy, computer disk or computer tape, other than that which may be required during your employment, for the conduct of the business of the Company.

You shall not remove or make copies of any Sitel records, reports, documents and/or database of any description without prior management approval.

Special condition stipulated while working from home

While working from home arrangement, you are advised to ensure :

- Unless you are provided with computer and other peripherals by the company, you shall ensure that all electronic instruments needed to work (Computer, Internet, headset etc) are in line with specification provided by Sitel. All software (including virus protection) and operating system are not pirated.
- It will be your responsibility to ensure that computer and other peripherals are always in working state and for any reason if you fail to perform your work task for whatsoever reason it may be, it will be treated as willful avoidance of work and necessary action as deemed correct may be initiated by the company.
- To prevent shoulder surfing/ or someone looking over your shoulder to see your desktop and client end Point screens.

DocuSign Envelope ID: 5C228761-038F-4D3A-949E-E3057969C3D8

- Not to take pictures or video, by any method, of your desktop and client end point screen
- You will not take notes by any method (paper, screenshot, or any other method) of Confidential Information
- You will only work at your home environment(and not outside home)
- You will ensure your desktop, to include the client end point / screens are not viewable thru windows or doors
- You are the ONLY authorized user allowed to access client end point and screens. You will ensure no one else uses the desktop for any purpose
- You understand that your work activity must be performed in a quiet location, without any background noise
- You will ensure your desktop and client end point screens are locked prior to walking away for any reason
- You will NOT use ANY USB devices that have not been provided as part of your work at home equipment

Sitel will actively and aggressively investigate and pursue any instances of breaches of client confidentiality or fraudulent behavior, and will take disciplinary action and pursue criminal charges where applicable.

You shall maintain and comply with all Indian and international data privacy norms as may be applicable to company or the client you serve, and any violation will be treated gross negligence of duty besides attracting any other applicable action under Indian law.

While you working from home, all conditions related to confidentiality, data privacy and any other clauses of prohibition as per this contract or as may be notified or announced from time to time, are automatically extended to your home office environment and you undertake to continue to abide by them.

Upon your separation from the Company, you shall forthwith deliver to the Company all books, documents, papers, materials, equipment and any other property of the Company, which may have, come to, and/or are under your possession or control, without need of any demand. Your failure to comply to above, will unconditionally allow the company to withhold any settlement or payment that may be due to you till you comply to above condition.

By signing a copy of this contract, you acknowledge, agree and accept above conditions, voluntarily.

9. Misconducts: in addition to misconducts described in the Standing Order and other rules and regulations applicable to you the following acts on your part will be treated as misconduct liable for disciplinary action:

i. Unauthorized absence from work
ii. Absconding from work
iii. Insubordination

DocuSign Envelope ID: 5C228761-038F-4D3A-949E-E3057969C3D8

iv. Demonstrative / hostile behavior within office premises.
v. Late reporting to work
vi. Deliberate misinterpretation of rules
vii. Non adherence to work schedule.
viii. Non adherence to work rules.
ix. Sexual harassment
x. Drug abuse / Alcohol
xi. Viewing and downloading prohibited sites
xii. Theft
xiii. Manipulation of data/ systems/ data integrity
xiv. Charging expenses from the company which is not allowable.
xv. Violence at work place
xvi. Unfair means used during tests.
xvii. Misuse of IPLC / STD lines.
xviii. Not reporting known or suspected violations of integrity
xix. Breach of confidentiality.

10. If you are found involved or committed any theft, misappropriation of funds, fraud in connection with employment of Company in or outside the premises of the Company or involved in moral turpitude, the Company reserves its right to terminate the services forthwith without assigning any reasons without issuing charge sheet or holding any enquiry.

11. If you remain absent, you are required to intimate to the Company about the same within 24 hours. If you continue your absence without intimation for consecutive three days, the Company will call upon to resume the duties and fulfill the contract of employment, and if you fail to resume the duties, it will be deemed that you are
not interested in the employment and Company will reserve its right to terminate your contract of employment without any notice.

12. If you commit any misconduct in connection with employment/organization of the Company whether it is inside or outside the premises will be treated as misconduct for the purpose of disciplinary action.

13. Termination of Employment-
The above employment contract is terminable mutually by either parties giving full notice (or compensation in lieu of) of 30 days (Thirty days). The Company shall be entitled to terminate your employment at any time without assigning any reason on giving a 'Thirty days' notice. Similarly If you wish to resign or leave the Company, you should give 'Thirty days' clear notice to the Company or pay applicable salary in lieu of notice period, purely on operational considerations and management discretion. However your relieving earlier than the stipulated period of Thirty days is at sole discretion of management .

14. The Company shall be entitled notwithstanding anything to the contrary contained herein, to terminate employment at any time without any notice or payment in lieu of notice and without assigning any reason in case of any act of disobedience, insubordination, breach of trust or loss of confidence, dishonesty or other serious misconducts or negligence, incompetence or inefficiency in discharge of your duties or breach of any of the terms and stipulations contained in this letter to be observed or performed on your part. In

DocuSign Envelope ID: 5C228761-038F-4D3A-949E-E3057969C3D8

addition, the company will have liberty to take any remedy that's available in the law to safeguard its interest up to and including approaching law enforcement agencies, courts of law etc.

15. Upon the termination of your services, you will hand over your charge to such person nominated for this purpose by the Company and shall deliver all such articles, effects papers and property of the Company as may be in your possession including without prejudice to the generality for the foregoing statement of accounts, books of accounts, diaries, notes, note-books and all other correspondence either addressed to you or by the Company or received by you for and on behalf of the Company.

16. Without prejudice to any other rights or remedies that the Company may have against you, the Company shall be entitled to deduct from any sums payable to you, the amount of any loss or damage the Company may have sustained in consequence of your actions.

17. The Date of Birth furnished by you at the time of appointment will be treated as final and no representation will be entertained to correct the date of birth subsequently.

18. You will keep the Company informed about any change in the residential address given by you and all the correspondence will be entered into on the last known address as per the record of the Company.

19. If any of the information furnished by you at the time of appointment, on the basis of which the contract of employment is entered with you, is found subsequently incorrect or false, or if you are found willingly and/or deliberately suppressed any material or information, you will be liable to be removed from the service of the Company without any notice or compensation.

20. You will retire from the services of the Company upon completion of 58 years of your age.

21. The breakup of the compensation is enclosed as per the Annexure I attached herewith.

22. You are requested to furnish the following documents / Information at the time of joining :

a. Original/Copy of the relieving cum experience letter from the previous employer.
b. Original/Copy of the latest salary certificate.
c. Original/Copy of the last education Marksheet.
d. Original/Copy of the date of birth certificate.
e. 4 passport size photographs. **(with white background)**
f. Passport Copy/ Ration Card copy for proof of address/Rent Agreement copy/Utility Bills
g. Blood Group Type.

23. Non-Compete Clause

During your employment with the Company and for one year after your separation from the Company for whatever reason or cause, and within the cities or municipalities where

DocuSign Envelope ID: 5C228761-038F-4D3A-949E-E3057969C3D8

the Company or any of its branches operate, you will not, either individually or in partnership or jointly or in conjunction with any other person, as principal, agent, shareholder, consultant, employee or in any other capacity whatsoever, directly or indirectly carry on or be engaged in or concerned with or have any ownership or other interest in, or advise, lend money to, guarantee the debts or obligations of, or permit your name or any part thereof to be used or employed by or associated with, any Competitive Business; provided that nothing contained herein shall prevent you from owning not more than 1% of any publicly traded class of shares of any company or from acting in any capacity on behalf of the Company or any of its subsidiaries. "Competitive Business" means any business or other enterprise providing or offering business process outsourcing services or products similar to those offered by the Company including, but not limited to, inbound and outbound telephone, mail, and electronic based services; back office and item processing services; collections, insurance, or other financial services; risk management services; and customer interaction, maintenance, and marketing services in any geographic region in which the Company conducts business and in which you either worked or represented the Company, either in person or virtually (defined broadly to include all forms of communication other than in person), during the one-year period prior to the end of your employment with the Company.

By signing this contract, you guarantee that- you are not prevented or restricted from entering into any employment relationship with the Company, or restricted or limited in the scope of services that you can perform on behalf of the Company by any agreement, judgment, decree, order, or other restraint; and that you agree to indemnify and hold the company free and harmless from any and all expenses, losses or damages it may incur, including, but not limited to all expenses of defense and attorneys' fees, caused by reason of your breach of covenants contained in this paragraph.

24. **Pan Card and Aadhar Card** or any other government mandatory identification or certification that may be necessary for the company to be compliant on its use and implementation, to be produced at the time of Joining and submit copies thereof. In case you don't have these documents, but have filed for the same, submit an acknowledgement receipt as a proof of your application. You are expected to submit the copies of these documents immediately on receipt to the company.
Please confirm your acceptance of the terms and conditions mentioned in the above letter by signing the duplicate copy of this letter and return it to us immediately

We welcome you to SITEL India and wish you a rewarding career with us.

DocuSign Envelope ID: 5C228761-038F-4D3A-949E-E3057969C3D8

Thanking You,

For SITEL India Pvt Ltd

Sathish Thiruvengadam

(Manager Recruiting- Talent Acquisition)
Date: 6th April 2022

Received and accepted.

DocuSigned by:
FA661A796363468...

Signature and Date

April 6, 2022

Annexure-1

Components	Amount (INR PM)	Amount (INR PA)
Basic	9092	109104
HRA	4546	54552
Customer Handling Allowance	4545	54540
Base Pay (Total Guaranteed Pay)	**18183**	**218196**

Performance linked discretionary Variable incentive

- You will be enrolled into the applicable Performance Based discretionary variable pay programme at a target of 10% of your annual Base pay. The administration and payout of the programme is as per applicable policy and at sole discretion of the Sitel Management

Benefits

- Medical Insurance (or the ESIC coverage) as the case may be, for employee and dependents as per existing applicable policy or statutory provisions
- Personal Accident Insurance for employee as per the current insurance policies.
- Gratuity payable as per Payment of Gratuity Act 1972.
- Enrollment to PF as per existing statutory provision / Sitel policy.
- Advanced statutory Bonus – Applicable basis role and statutory base pay threshold guidelines. Payment would be however aligned to govt declared min wages and allied provisions from time to time.

Guidelines:

DocuSign Envelope ID: 5C228761-038F-4D3A-949E-E3057969C3D8

- Tax exemption on eligible allowance in accordance with prevailing Income Tax rules, subject to submission required documents etc.

The employment terms contained in this document are subject to company policy as applicable from time to time.

Sathish Thiruvengadam

(Manager Recruiting- Talent Acquisition)
Date: 6th April 2022

Received and accepted.

DocuSigned by:
FA661A796363468...

Signature and Date
April 6, 2022

`	Amount (INR PM)	Amount (INR PA)
Basic	9092	109104
HRA	4546	54552
Customer Handling Allowance	4545	54540
Total Guaranteed Pay	**18183**	**218196**
Performance Incentive	1818	21816
Provident Fund - Employer Contribution	1636	19632
ESIC - Employer Contribution	591	7092
Advance statutory bonus	1984	23808
Gratuity	437	5244
Target Total Compensation	**24649**	**295788**

11-3-2022

OFFER LETTER

Dear BHARATH N,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear MOHAMED ISMAIL B,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear TAMILSELVAN M,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear DHARUN KUMAR S,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear ABINESH E,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear RITHIESH J,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear VASANTHAKUMAR S,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear DIVYABARATHI S,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear BOGARAJAN G,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear VIGNESH A,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear MUGESH R,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear SARULATHA B,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear SANTHOSH S,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear GNANESHWARAN S,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear ULAGAN A,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear SAMBATHRAJA R,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear JEGADESHWARAN C,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear VETTRIVEL M ,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear DEVA M,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear PRASANTH T,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear PRASANTH A ,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear AROCKIYA MIKRIN I,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear SURYA C,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear KOWSHIK V,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear GANESH C,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear NANCY PAVITHRA D,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear PADMA PRIYA S,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear ROSHINI R,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear SAKSHI SINGH,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear SANTHOSH KUMAR S,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear SIVAPRAKASH S,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear MUHAMMED USAMA NAHIL P,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear MUKKESH S G,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear NAVEEN KUMAR R,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear NIVARTHIGANESH N,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear PERUMAL M,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear POOVARASAN M,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear PRABHUTOSH P NAIK,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear PRADHUNPAL G,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear PRAKASH A,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear PRAVEEN N,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear PREMA D,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear PRIYANKA R,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear RAGHU R,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear RAGUL D,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

11-3-2022

OFFER LETTER

Dear RAJESH K,

We are pleased to inform you that you have been selected as "AR- Trainee" .

The company looks for a long-term association with all its employees and expects the same from you.

Your Annual CTC will be INR 2, 10,000(Bonus + Incentives + Commission)

Kindly carry the photocopies of documents mentioned below

1. All Educational Certificate (10th, 12th, Graduation- Mark sheets and Graduation Certificates) - Copies
2. Pan card & Aadhar card Copy
3. Parents (Both father and mother) / Spouse Aadhar card- Copy
4. Photo – Passport size (6)
5. Copy of Bank Pass book.

Kindly report to the below address

RR Towers-IV, II Floor, RR Chambers,

T.V.K Industrial Estate,
Guindy,
Chennai- 600032

Again, Congratulations and welcome to the Lapiz family.

For Lapiz Digital

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear MUTHURAMAN A,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Vivekananda Road, Off Spurtank Road, Srinivasa Nagar, Chetpet, Chennai, Tamil Nadu 600031

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear NANDHINI S ,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear NARMATHA PREETHAM G,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Vivekananda Road, Off Spurtank Road, Srinivasa Nagar, Chetpet, Chennai, Tamil Nadu 600031

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear NAVEEN A,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Vivekananda Road, Off Spurtank Road, Srinivasa Nagar, Chetpet, Chennai, Tamil Nadu 600031

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear NIBISH JANU J,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear POORNIMA G,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear PRAVEEN M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Vivekananda Road, Off Spurtank Road, Srinivasa Nagar, Chetpet, Chennai, Tamil Nadu 600031

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear PRITIPUSHPA DAS ,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear PRIYADHARSHINI R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear RAJESHKUMAR L,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear RAKESH KUMAR S V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Vivekananda Road, Off Spurtank Road, Srinivasa Nagar, Chetpet, Chennai, Tamil Nadu 600031

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear SARAVANAN S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear SOPHIA R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear SUMIT B,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear SWAMINATHAN S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear VENKATESH M ,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear VIGNESH K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear PRIYADHARSHINI H,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear ADITYA R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear AKASH M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear ASHWIN K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear JEEVANANDAM A,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear JEFFICA B,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear JOHN DILIP J,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear JOSEPH IMMANUEL S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Vivekananda Road, Off Spurtank Road, Srinivasa Nagar, Chetpet, Chennai, Tamil Nadu 600031

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear JOSHUA P,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear KALAISELVI M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear KAMALEE S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear KAMESH M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear KANIMOZHI R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear KANNAN V K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear KARTHIK H,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear KARTHIKEYAN S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear KATHIRESWAR P R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear KAVI PRIYA T K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear KAVIYA SRI R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

Maijo Global Solutions

14-3-2022

OFFER LETTER

Dear KAVIYARASU K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Maijo Global Solutions
Talent Acquisition

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear SAI ESWARAN R,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear KEERTHIKA S,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear AGILAN K,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear AKASH R,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear MANOJ KUMAR S,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear TEENU G,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear SHIREEN BEGUM A,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear Tharun K,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear AKASH P,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear SAKTHIVEL C,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear ASHISH A,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear AJITH KUMAR S,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL CONSULTANCY

21.03.2022

Dear MAGESHKUMAR M,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear PAUL DAISON A,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear MANOJ KUMAR B,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL CONSULTANCY

21.03.2022

Dear VIJAYARAGAVAN R,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear NAVEEN J,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL CONSULTANCY

21.03.2022

Dear JAYAPRADHA SHAMURAILATPAM,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL CONSULTANCY

21.03.2022

Dear KESHAVINODHINI D,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear JAYASHREE N,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear SUBASHINI N,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear VINOTHINI S,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear DEVENDIRAN M,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear RANJITH KUMAR M,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear AKILA A,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear JEEVA S,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear AMRISH T,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear VASANTHAKUMAR D,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear LAVANYA R,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear SOBANA DEVI P,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear SNEHA G,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear KEERTHANA K,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL CONSULTANCY

21.03.2022

Dear MEENAKSHI R,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear VISWAS D,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear GOKUL PRIYA R,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear PRAVIN JOHN DAVID M,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear NANDHU S,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL CONSULTANCY

21.03.2022

Dear SATHISH KUMAR V,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear PRAVEENA R,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL CONSULTANCY

21.03.2022

Dear LAKSHMANAN M,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear MELBIN RAJ G,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear AJAY R,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear ROHITH S,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear JAYACHANDRAN M,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear LAKSHMANA PRABHU P,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL CONSULTANCY

21.03.2022

Dear SADHASIVAM M,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear VIGNESH B,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear KARTHI S N,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear NISHANTH S,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear RAJESH R,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear RAMANAN G,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear RAMESH M,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear RANJITH KUMAR K,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear ROHITH S,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear RUBAN RAJ A,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear RUTHRA S,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear RUWAITH H,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear SADHAM HUSSAIN R,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear SAMSUDHEEN M,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear SANDHIYA S,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sandhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear SANJAY P,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear SANTHA KUMAR V,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Savindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear SASIKUMAR S,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL CONSULTANCY

21.03.2022

Dear SATHISH KUMAR D,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MAYAS EDUCATIONAL
CONSULTANCY

21.03.2022

Dear SHANMUGARAJ S,

Mayas Educational Consultancy is delighted to offer you the position of Business Development Executive (Sales and Promotion). You will be offered an Annual CTC of 1,44,000(Bonus + Incentives).

Your joining will be depending upon the following.

1. Background check
2. Medical fitness
3. Business Needs
4. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Mayas Educational Consultancy
S. Sowindhya
Partner

1st Main Rd, Gandhi Nagar, Adyar, Chennai, Tamil Nadu 600020

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear KEERTHIGA G,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear KRISHNA PREETHI B,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear GAYATHRI R,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear MAHENDRAN S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear AJITHKUMAR S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear KRISHNA G V,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear AARTHI PRIYA G K,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear RUFIYA ANJUM M,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear KEERTHANA B,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear BALAJI S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear SRIDHAR K,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear BHARATHRAJ K,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear SRINIVASAN C,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear MONOCHITRA S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear SANTHOSH S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear LOKESH R,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear DATCHANAMOORTHI P,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear GURUMANI V,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear BAVISH R,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear JENIFER J,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear KALAVALA NEELAVENI ,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear KANCHANA J,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear LAKSHMI V,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear LAVANKUMAR R,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear MAHAGURU V,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear MANOJ R,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear MANOJKUMAR P,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear MOHANAPRIYA N,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear MONIKA A R A,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear MOSES M,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear MUNIAMMAL L,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear NILAFER NISHA S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear NIVEDHA K,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear PAVITHRAA SRI A E,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear RAMANATHAN B,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear SAMUEL RAJ J,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear SHELLY MUTHU,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear SOWMIYAANGEL S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

MINDSPA TECHNOLOGIES

04.03.2022

OFFER LETTER

Dear SUBASH R,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of 2,04,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Antony Jerald

MINDSPA TECHNOLOGIES

Sai Baba Kovil St, Bharat Nagar, Madipakkam, Chennai, Tamil Nadu 600091

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear DASARITHULASIPRIYA ,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear DAYAN S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear DHANALAKSHMI R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

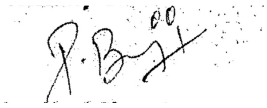

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear EZHILARASI D,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear FAYAS HUSAIN,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

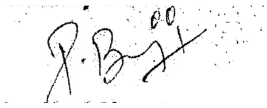

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear GOWRI M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

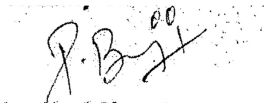

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear GOWRI P,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

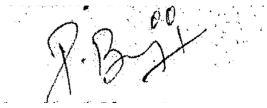

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear GURUMOORTHI E,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

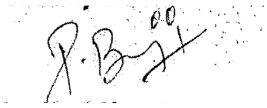

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear HARIPRASAD A S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

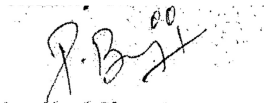

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear JAYABAL K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

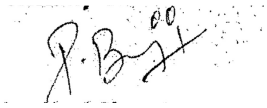

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear JEEVITHA D,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

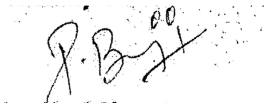

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear JENIFER J,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

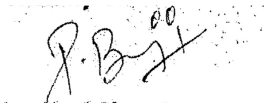

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear KEERTHANA A,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

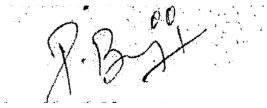

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear KUMUTHA H,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

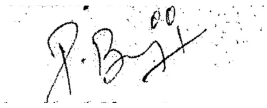

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear LIYA MOLE SHIBU S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear LOKESH S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear MAGESHWARI V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

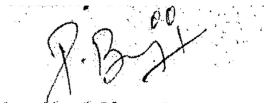

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear MAHALAKSHMI M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

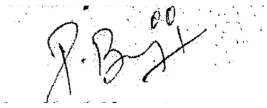

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear MANJULA V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

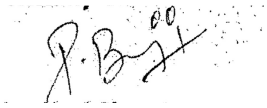

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear MONIKA G,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

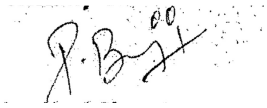

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear MONISHA M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Nittany Creative Service

22-04-2022

OFFER LETTER

Dear MURUGAN E,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000 (Bonus + Commission + Incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

5th Main Road,, Kasturba Nagar, Adyar, Chennai, Tamil Nadu 600020

Om Innovation

21-4-2022

OFFER LETTER

Dear KALAIYARASAN M,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear THAMILARASAN S S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear KHAN AJMAL MOHAMMED ISHAD,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear ROHAN S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear PRAKSAH N,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear SHALUKYA S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear VASANTH M,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear SATHISHKUMAR S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear GIFTA RACHEL G,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear KAMALISREE B ,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear MURUGESH C,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear MUSHRAF M,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear RUBAN J,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear BHUVANESHWARI S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear VIJAYALAKSHMI N,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear ABINATH D,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear AJAI C,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear AKASH I,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear ASHLEY H,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear CHRISTINA DEVA KIRUBAI J,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear DANIEL N,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear MOHAMMED ABUBAKKAR A,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear MOHAMMED RAFI I,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear MOHANA M,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear MOHANRAJ M,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear MONICA S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear MURUGADASS M,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear MUTHUBALAN A,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear NANDHINI I,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear NAVEEN KRISHNAN T,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear NIMESH KUMAR R A,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear NISHANTH S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear NITHISHKUMAR D,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear PAVITHRA S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear PAVITHRA S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear PAVITHRA S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Om Innovation

21-4-2022

OFFER LETTER

Dear PERUMAL V,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + commission + incentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Om innovation

Nanjundarao Colony, Venkatesa Agraharam Road, Mylapore, Chennai, Tamil Nadu 600004

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear RAJAT THAKUR,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear AKASH KUMAR G,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear MOGILI CHANDRASHEKAR .,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear SIDDU VILAS YARRAMSETTY,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear RAHUL M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear RAMASELVAM K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear SRINIVASAN M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear LOKESH S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear GOWSIGAN V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear POOJA V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear VALLARASU L,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear SURIYA M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear HEMNATH B,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear BALAMURUGAN P,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear BHARATHAN M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear LOKESHWARAN M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear JANAKIRAMAN K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear SANTHOSH KUMAR B,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear MALATHI G,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear SANTHOSH KUMAR E,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear AZHARUDHEEN N,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear RAM PRAKASH Y,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear GOKULRAJ N,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear PRASANTH S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear ARAVINTH E,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear KISHORE J,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear THISHAANTH M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear RAKESH M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear MURALIDHARA MADAN .,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear RAJESH R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear RAJESH N,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear UMAMAGESHWARI R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear NITHIN KUMAR R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear LAKSHMANAN M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear SANJAY KUMAR V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear ANKIT KUMAR YADAV .,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear VASANTH B,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear AAKASH K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear MANOJKUMAR K V S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear THASWIN M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear Harikrishnan V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear BHARATH M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear NARENDIRAN V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear PRAANESH B,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear SRI RAMANUJAM N M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear SHRINATH HARIHARA VETRIVEL N S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear SIVA RUTHRA PRASAD K S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear SUTHEESH S A,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear VISHALI P T,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear NAVEEN KUMAR N,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear SUNDAR S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear RISHIKESAVAN S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear DURAIPANDIAN G,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear VIGNESWAR K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear ARUN KUMAR R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear SATHIESH S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear AKASH V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear SARANKUMAR K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear MOHAN M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear SHADRACH V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear KAMESH V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear NANDHAKUMAR M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear JEEVAN JOHNSON J,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear PRAKASH R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear SIVA SUBRAMANI J,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear PUSHPALINGAM N,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear SUDALAIANANTHAM V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear MANOJ S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear TAMILMANI V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear MANINDRA PEDDY P,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear ALBERT NICHOLAS L,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear KANDAN B,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear SURIYA A,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear APSANA M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear RAJASEKARAN S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear VISHWA S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear HARIHARAN V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear SUNDAR GANESH S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear MUTHUKRISHNAN D,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear JAGADESH C,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear BALAKUMAR D,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear ARCHANA P,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear ARUNA K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear BUEELA JESSIE H,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear DARTHY XAVIER,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Pace Setters

Pace Setters
Business Solutions

18-4-2022

OFFER LETTER

Dear DIVYA RIMAL,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,20,000.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Pace Setters

Strictly Private and Confidential

Date: 05/09/2022

Padmaraj Ramana Suriyakumar

C11065760

1/153 A, Meenakshi flats, Vembuliamman koil st, Madipakkam, Chennai - 91.

8124940333

Dear **Padmaraj Ramana Suriyakumar,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering

Please refer to:

• Annexure I for the compensation and benefits details.

• Annexure II for documentation to be submitted by you.

• Annexure III Terms of Employment

• Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment,in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

• The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.

• After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-

(http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on *https://indiacampus.accenture.com/myzone/accenture/auth/login*

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

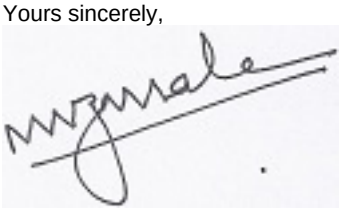

Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

_____
Padmaraj Ramana Suriyakumar

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,00,000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	25,500/-
Maximum Annual Total earning potential(A+B)	3,25,500/-
(C)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 5,000/-
Notional Insurance Premium paid by Company	INR 11,300/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 341800/-

(D)##Additional Discretionary Reimbursements Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(E)Optional opportunity to participate in the Employee Share Purchase Plan Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	INR 4,500/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion,

amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1.Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to

review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2.Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3.Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5.You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1.Two copies of your recent passport size photographs.

2.Original marksheet of all semester (PG/UG).

3.Original provisional degree certificate or convocation degree certificate.

4.Copy of X, XII and all semester mark sheets of PG & UG Degrees.

5.Copy of Degree/PG/Diploma (as applicable) certificates.

6.Passport copy, if available (if not please apply immediately).

7.Pan Card

8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

Padmaraj Ramana Suriyakumar

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear SHALINI N,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear NANDHINI V,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear SWETHA K,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear HARITHA K,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear YAKESH M,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear YOGESH R IYER,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear YOGESHWARAN S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear YUVARAJ A,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear YUVARAJ P,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear YUVARAJ V,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear SUNDESH R,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear SRINATH S,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear VIJAY L,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear NILAVAZHAGAN M,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear DIVYA G,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear MAILEASH A,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear SANTHOSHKUMAR M,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear JAGAN R,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear ASHUTOSH KUMAR,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

PHARMA INTELLIGENCE

16-3-2022

OFFER LETTER

Dear GRANDHI PAVAN TEJA,

Our hiring Team is pleased with your Performance in the Online Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR1,69,000.

Your Onboarding with us will be based on Business needs, Performance in the Training and Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheets)
3. Medical Fitness Certificate.
4. Aadhar & Pan Card.

Saravana Kumar.

PHARMA INTELLIGENCE

Sripuram Colony, Viralur, Rajeswari colony, St.Thomas Mount, Tamil Nadu 600016

DATE: 07.02.2022

OFFER LETTER

Dear DINESHKUMAR S,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear SATHISHKUMAR E,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear RAJA M,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear SURYA A,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

S. Paramesuwaran

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear SARATH B,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

S. Paramesuvaran

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear SRIDHAR M,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear KIRUBANIDHI K,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

S. Paramesuvaran

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear SNEGA R,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

S. Paramesuwaran

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear ISWARIYA P,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear PRAVEEN E,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear GOKUL K,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

S. Paramesuvaran

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear BOULIN A,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

S. Paramesuvaran

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear VIGNESH K,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear FATIMA A,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

S. Paramesuvaran

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear GOKULAKRISHNAN S,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

S. Paramesuvaran

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear IVANJELIN
EPSHIPAA S,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

S. Paramesuvaran

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear JEEVA G,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear LAKSHMIPRIYA G,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear NANDANA P,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

S. Paramesuwaran

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear NANDHINI M,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear POOVARASAN M,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear PRIYANKA CINDY ,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear SAIGEETHA M,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear SAM KENNEDY G,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear SANDHYA S,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear SANTHOSH KUMAR R,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

S. Paramesuvaran

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear SATHISHKUMAR R,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear SHAMEL FAHD MUSTAFA,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

S. Paramesuvaran

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear SUNDAR A P ,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

S. Paramesuwaran

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear THANUSHKUMAR R,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

S. Paramesuvaran

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear VASANTH R,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

R-SEQUENCE

DATE: 07.02.2022

OFFER LETTER

Dear VENKATASAMY V,

This has reference to the Virtual interview and further online discussion with you, we are pleased to offer you the position of **BUSINESS DEVELOPMENT OFFICER (SALES)**. You will be offered an Annual CTC of 1,44,000 (Bonus + commission + incentives).

Your joining with us will be based on the Business Needs, Financial Position of the company, Covid-19 Regulations.

You are requested to bring with you the following documents at the time of joining.

1. Four passport size photograph.
2. Copies of educational/professional qualifications and experience certificates (if applicable).
3. Copy of Aadhar Card and PAN Card.

S. Paramesuwaran

R-SEQUENCE

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear GAYATHRI G,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear VENKATESH P,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear SREE RAM E V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear HARIKUMAR D,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear BALAJI M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear VINOTHKUMAR B,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear KIRAN G,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear INDIRA K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear MADHAVAN M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear SUKUMAR S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear VIGNESHWARAN S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear BOOPATHY R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear ELCIN RAJ S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear VIJAY R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear KRISHNAN M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear YOGESHWARI M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear GOKUL P,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear ASHWINI PRIYAA,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear ABISHEK S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear AJITH M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear ALISHA S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear ANKITA TAMANG ,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear ARVIND A,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear BHAKIYAPRIYA V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear DHANUSH SHREE S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear DIVYA M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear EZHUMALAI A,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear GAYATHRI P,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear HARI HARAN N,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear HARIHARAN P,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

RELIABLE BUSINESS SOLUTIONS & SERVICES
"Passion to Excel, Committed to Deliver."

18-4-2022

OFFER LETTER

Dear HARISH H,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For RBSS

SAI FOODS

DATE: 11-04-2022

OFFER LETTER

Dear GIRIDHARAN P,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,44,000(Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For SAI FOODS

S. Sowindhya

SAI FOODS

DATE: 11-04-2022

OFFER LETTER

Dear DENANATH SAHU,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,44,000(Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For SAI FOODS

S. Sowindhya

SAI FOODS

DATE: 11-04-2022

OFFER LETTER

Dear MANJU PRIYA M,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,44,000(Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For SAI FOODS

S. Sowindhya

SAI FOODS

DATE: 11-04-2022

OFFER LETTER

Dear DHANALAKSHMI S,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,44,000(Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For SAI FOODS

S. Sowindhya

SAI FOODS

DATE: 11-04-2022

OFFER LETTER

Dear NIVETHA R,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,44,000(Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For SAI FOODS

S. Sowindhya

SAI FOODS

DATE: 11-04-2022

OFFER LETTER

Dear SAMS RABINA K,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,44,000(Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For SAI FOODS

S. Sowindhya

SAI FOODS

DATE: 11-04-2022

OFFER LETTER

Dear LAKSHMI DEVI R,

With reference to the Interview you had with us, we are pleased to offer you the position of Marketing Executive**.** Your Annual CTC will be INR 1,44,000(Incentives + Bonus + Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For SAI FOODS

S. Sowindhya

Mindtree
A Larsen & Toubro Group Company

03-Jul-2022

SHANMATHI M
INDIA

Dear SHANMATHI M,

1. This has reference to the selection process for apprenticeship opportunity at Mindtree.

2. We take pleasure in informing you that you have been selected as an APPRENTICE in Mindtree.

3. You shall initially undergo Orchard Learning Programme conducted by Mindtree, which helps you to transition to the corporate world of technology solutions.

4. You will also be required to enroll for the Mindtree sponsored M-Tech Program by Birla Institute of Technology & Science, Pilani.

5. Mindtree has training centers in Bangalore, Hyderabad, Chennai, Pune, Noida and Kolkata. Based on the preference expressed by you during the selection process, you shall initially undergo training at Mindtree training center in Bangalore (Orchard Learning Programme), which helps you to transition to the corporate world of technology solutions. The details of the programme and the specific address of the training location in Bangalore will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs prior to or during your training period.

6. The period of Orchard Learning Programme is about 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree. However, the exact duration and nature (either virtual or in-person) of the training program may vary based on the track and specific requirements. Exact duration and nature of the training shall be communicated upon joining and allocation into a technology track.

7. The terms and conditions of your apprenticeship are set out in Annexure 1 below. This APPRENTICE offer letter along with the terms and conditions constitute the entire agreement in relation to your apprenticeship with Mindtree.

8. You shall arrange to produce the following documents at the time of reporting for training or such other time prior to your date of joining, as may be required by Mindtree, for the purpose of completing the joining formalities:

- 10th, 12th and graduation (all semesters) mark sheets originals;
- Degree completion/provisional certificate originals;
- Pan card original;
- Aadhaar card original; and
- Voter ID / Driving license original.

M. Shanmathi.

Mindtree
A Larsen & Toubro Group Company

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this APPRENTICE offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at Campus.Offers@mindtree.com.

Thank you,
For Mindtree Limited

Shalini Macaden
VICE PRESIDENT - PEOPLE FUNCTION

M. Shamathy.

Mindtree
A Larsen & Toubro Group Company

Annexure 1:- Apprenticeship Terms and conditions

1. TERMS & CONDITIONS

This offer along with its Exhibits relating to intellectual property protection and non-compete agreement annexed hereto at Exhibit 1 and Appendix's contains broad terms and conditions of service governing your apprenticeship. You are also bound by the terms in the attached Exhibits, the additional documents you execute upon joining Mindtree and other terms and conditions communicated to you from time to time including but not limited to Mindtree's Policies, rules, regulations and Code Of Conduct ("Policies"). You are requested to contact the People Function Representative for any clarifications on Policies, which are applicable to you and also refer the Mindtree intranet portal for Policies and updates.

Your apprenticeship is offered with a clear understanding that your apprenticeship is on a whole-time basis and that you will not undertake any other part time/full-time work, without the prior written consent of the Company. Other than the compensation mentioned herein, no additional payments will be due to you. We expect you to keep the compensation details confidential at all times.

2. TRANSFER

You could be transferred at Company's discretion to any of other offices/branches/subsidiaries/affiliates/ holding company/department in India or outside India, should the need arise including client location on whose projects you have been deployed. You will abide by the Company's Policies as may be in effect from time to time with respect to your role, function, grade or location where you work in. In case you are deputed to a client location, you shall abide by the client policies applicable to you so that you do not commit any breach which adversely impacts Mindtree.

3. RETIREMENT

Subject to your physical fitness, mental fitness, compliance with our Policies and any other rules of the Company established from time to time and performance of your role, you shall retire on the last day of the month of your fifty eighth birthday unless an earlier date is decided mutually or under a change in laws applicable to you. For the purpose of age calculation, the date of birth as declared in the Mindtree application form will be treated as final.

4. INTELLECTUAL PROPERTY RIGHTS

If you, by virtue of your apprenticeship, conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or create documents, reports or any other material capable of intellectual property protection, those, will be fully communicated to the Company and will remain sole right/property of the Company. Additional terms and conditions related to intellectual property and non-compete are contained in the Exhibit 1 which you should carefully read and abide by.

5. CODE OF CONDUCT AND OTHER REFERENCES

An essential condition of your apprenticeship is to abide by the Mindtree Policies and all other rules notified from time to time. We recommend that you refer the Mindtree intranet and other available resources from time to time and keep in mind the terms and conditions of the Exhibits, the Mindtree

M. Shanmathy.

Policies and other documents that you sign upon joining Mindtree. Any breach of Code of Conduct or any Mindtree Policies may result in termination of your services for breach without notice or compensation.

6. TAX IMPLICATIONS

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes. Mindtree shall make deductions of tax as required by law. Any false declarations in respect of financial disclosures shall be a cause for termination at Mindtree's discretion.

7. BACKGROUND CHECK & REFERENCES

We would be conducting a background and reference check on your educational details upon consent.

Your apprenticeship with us and your continuation in service is contingent upon our obtaining a satisfactory report on the background check conducted by our approved agency which you have mentioned in your application

If any of the information provided by you is found to be inaccurate now or later, or if you suppress any material information, Mindtree at its sole discretion can take necessary action including but not limited to termination of your apprenticeship with or without notice or compensation. In certain client projects, our clients may request additional checks which you shall comply with.

In securing this offer, you have represented that you have certain educational qualifications. Hence We understand that you shall provide proofs of such qualifications which We find satisfactory when asked by us or our background check agencies.

In the event of non-cooperation with the background check process, including but not limited to non-submission of requested documents and lack of response to calls and/or mails, Mindtree may, at its sole discretion, choose to terminate the apprenticeship contract between Mindtree and you with or without notice or compensation.

8. ORCHARD LEARNING PROGRAM AND M-TECH PROGRAM

On joining as an apprentice, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as Communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you through a separate Learning Advisory Document which will be provided to you after you join.

M. Shanmathy.

Your continued apprenticeship with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

As you have been informed, you have been selected to enroll in the four (4) year M-Tech Program provided by Birla Institute of Technology & Science, Pilani. The said M-Tech Program is being sponsored by Mindtree and therefore you are required to ensure that you complete the course on time and with the utmost dedication. In the event you are unable to complete the program for reasons solely attributable to you or if you leave Mindtree, Mindtree will be entitled to recover from you an amount equal to INR 75,000 (Rupees Seventy Five Thousand).

You also agree that in the event you are unable to complete any semester of the M-Tech Program for reasons solely attributable to you as per the timelines prescribed in the M-Tech Program, Mindtree will not be obligated to pay your fees for the next semester and in the event you wish to continue the M-Tech Program, you will be required to incur any extra costs for completing the semester and you will also be required to pay the fees for the next semester.

9. PERSONAL DATA

For the purposes of your apprenticeship, We need to collect, hold, process and transfer your Personal Data about you (such as your name, date of birth, education, contact information, PAN, Aadhar number etc.) as it is necessary for the administration, management and performance of your apprenticeship contract. We shall provide you a Privacy Notice upon acceptance of this offer to make you aware of what personal data We collect, how We use it and how We protect it during the course of your apprenticeship.

10. COMPENSATION AND BENEFITS

During the apprenticeship period, you will be paid a stipend as detailed in Appendix 1. All payouts will be on the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout. You will be covered under insurance from the date of joining, as detailed in Appendix 1.

11. VACATION AND LEAVE

No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree holidays applicable to the Orchard Learning Program candidates in general.

12. TERMINATION

a) Termination for cause

Your apprenticeship with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment

M. Shanmathy.

- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations
- Non-compliance with the M-Tech course requirements or code of conduct violation in BITS Pilani.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your apprenticeship, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from your apprenticeship with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your apprenticeship during apprenticeship period, you will be required to notify your resignation in writing by giving atleast 3 months advance notice. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures and return of the Mindtree assets, within two working days.

Common guidelines to be complied with, on termination for any reason

a) On termination of your apprenticeship for any reason, you shall comply with Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.

b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.

c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

d) In the event of your termination of apprenticeship for any reason prior to completion of the M-Tech Program you will be required as mentioned in Clause 8 to repay an amount equal to INR 75,000 (Rupees Seventy Five Thousand).

13. OTHER AGREEMENTS

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may

M. Shanmathy.

decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

14. REIMBURSEMENT OF TRAVEL EXPENSE FOR JOINING MINDTREE

Expenses incurred by you for joining at a Mindtree location will be borne by you and will not be reimbursed by Mindtree. This clause is not applicable in case the program is to be conducted virtually throughout.

15. PERSONAL SAFETY AND CONDUCT

You understand during your training and employment with Mindtree, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

M. Shanmathy.

Mindtree
A Larsen & Toubro Group Company

Appendix 1

Stipend Details

The monthly stipend payable to you in the first year of service will be equal to INR 15,750 . This will be excluding the corporate insurance cover, the cost of which will be borne by Mindtree.

Particulars	Amount
Stipend	15,750.00
Insurance	642.00
Total Monthly Gross	16,300.00
Annual Cost to Company	195,600.00

M. Shanmathy.

Mindtree
A Larsen & Toubro Group Company

Exhibit 1 - INTELLECTUAL PROPERTY PROTECTION AND NON-COMPETE AGREEMENT

THIS AGREEMENT FOR INTELLECTUAL PROPERTY PROTECTION AND NON-COMPETE is executed between Mindtree Limited, incorporated under the Indian Companies Act 1956 with its registered office at Mindtree Ltd., West Campus, Global Village, RVCE Post, Mysore Road, Bangalore-560059, hereafter referred to as "Mindtree" and **SHANMATHI M** hereinafter "You" upon acceptance of the apprenticeship offer and joining Mindtree in an apprenticeship status under the Apprenticeship Contract.

Your apprenticeship commences on the date of joining Mindtree as mentioned in the Joining Report you sign. This Agreement is deemed effective from such joining date.

You understand that Mindtree has developed and uses commercially valuable information including but not limited to technical, non-technical and other information in the various existing and projected areas of our business. To protect our legitimate interests, it is necessary to protect certain information (1) as confidential and trade secret and/or (2) by intellectual property rights such as patent, copyright, and/or other means of protection available under the laws (Information).

You may become acquainted and deal with such Information and may contribute to such information during your apprenticeship. Hence to protect such valuable information, in consideration of the stipend Mindtree provides to You, You hereby accept the terms and conditions below:

1. DEFINITIONS

As used in this Agreement, the terms have the below definitions and as defined in the Offer Letter above:

a) "Cause for termination." "**Cause**" shall be defined to mean any reason or rationale for which Mindtree in its sole discretion and reasonably discretion deems it necessary to terminate, dismiss or suspend your services. Causes for dismissal include but not be limited to: Misconduct or negligence in the performance of, or persistent failure to perform your duties as an apprentice; Commission of an act of dishonesty, disloyalty of fraud in connection with your apprenticeship; Drug or alcohol use, or being under the influence of same, during working hours or on duty of Mindtree, conviction of, or plea of nolo contendere in, a crime, whether or not related to your apprenticeship; Breach of the provisions of this Agreement, conditions of the offer letter set out above (Offer Letter), Code of Conduct procedures or breach of Mindtree or applicable client policies, commission or omission of any act which is detrimental to reputation of the Company.

b) "**Client**" shall mean such entities which are engaged or in the process of or have the prospect of entering into a business relationship with Mindtree or its affiliates or subsidiaries.

c) "**Compensation**" means all payments and benefits provided to You by Mindtree during your apprenticeship, including, but not limited to, those set forth in the Offer Letter which shall be sufficient for and be deemed to be part of consideration for this Agreement as well.

d) "**Output**" means those work products including but not limited to codes, derivatives customizations, enhancements, applications, documents, reports, proposals, statements, work flows and all other material. You make resulting partly or wholly from your apprenticeship with Mindtree.

e) "**Employer or Company**" means Mindtree Limited and any business entity, which may be a subsidiary or affiliate of Mindtree Limited.

M. Shanmathi.

f) "**Intellectual Property**" means all innovations, inventions, technology, engineering, trade secrets, trademarks, patents, copyrights to any copyrightable material, software systems, designs, programs, improvements, modifications, marks, mask works, new ideas, concepts, work products and developments, publications, manuals, business procedures, business, operational and marketing plans, programs, and processes, policies, techniques, know -how and methods of operations of Mindtree, including any such items developed, conceived or originated, either individually or jointly with others, by You during the course of your apprenticeship with Mindtree. The definition of "Intellectual Property" is intended to have the broadest meaning as permitted under applicable laws.

g) "**Prospect**" means and includes the entities with which Mindtree aspires to have a business agreement or understandings.

h) "**Restricted Period**" shall mean the period of apprenticeship and a further period ending 12 months following the termination/resignation or otherwise ending of your apprenticeship with Mindtree.

2. REPRESENTATIONS AND WARRANTIES.

You represent and warrant that:

a) Your apprenticeship with Mindtree does not cause directly or indirectly the breach of any agreements between You and third parties and you have no conflict of interest in your apprenticeship with Mindtree.

b) You warrant that Mindtree is the sole and exclusive owner of all rights and remedies in Confidential Information you receive from Mindtree and Intellectual Properties you create for Mindtree.

c) You shall not engage in any action, or refrain from engaging in any action, where such action or inaction or act or omission may cause directly or indirectly the breach of any agreements between You and third parties including but not limited to confidentiality or non-disclosure agreements or breach of Intellectual Property Rights.

d) You shall devote full time and attention to your Mindtree apprenticeship and perform your obligations in full compliance of Policies/practices of Mindtree as updated from time to time.

e) The Compensation included in the Offer Letter is the full and total compensation for the services and for the commitments made under this Agreement. You are not entitled any other compensation which is not included in the Offer Letter including, but not limited to, royalties, bonuses, and additional benefits.

f) You agree to hold in confidence all Confidential Information disclosed to you or developed by you in connection with the apprenticeship and agree that Mindtree is the sole and exclusive owner of all rights and remedies therein. You shall not, without our written permission use the Confidential Information for any reason other than to enable You to properly and completely perform the apprenticeship obligations. You shall not reproduce or make copies of the Confidential Information or of your Output, except as required in the performance of your apprenticeship.

g) Upon termination of your apprenticeship for any reason whatsoever, You shall promptly return all Confidential Information and all correspondence, drawings, blue prints, manuals, letters, notes, notebooks, reports, flowcharts, programs, proposals, documents concerning our Clients and all other documents, writings, and materials, laptops, software, tools or other assets utilized by You together with any copies or other reproductions thereof made by You or in your possession or control.

M. Shanmathy.

h) You have a 'Duty to Speak' and You shall immediately notify us of any information or event which comes to your attention which indicates there has been or might be a loss of confidentiality of such Confidential Information or an actual or potential compromise of Mindtree or its Clients' Intellectual Property Rights.

i) You agree to abide by the requirements defined under any security, privacy or other regulations or certifications which Mindtree is obligated to comply or is certified to is certified in future.

j) You shall comply with all reasonable requirements/obligations which Mindtree or its Clients require You to undertake including additional background checks or verifications from time to time, access restrictions, trading compliance requirements etc.

3. INTELLECTUAL PROPERTY OBLIGATIONS

a) All works resulting from your apprenticeship are "works made for hire" as defined by international copyright laws. You shall promptly disclose to us and or to our Clients as necessary, in writing if requested, any and all inventions conceived or made by You during the period of your apprenticeship.

b) You hereby assign all of your interests in your Output to Mindtree. Without any additional Compensation or payments of any kind, you shall execute any and all applications, assignments or other instruments which are deemed necessary to apply for Intellectual Property Rights registrations anywhere in the world.

c) You shall comply with all Mindtree and its Clients' policies that may be in effect from time to time relating to record keeping related to Intellectual Properties.

d) You shall place all appropriate notices of patent rights, trademark rights, and copyrights and all other Intellectual property Rights on all works resulting from your apprenticeship.

e) You understand that subsequent to the apprenticeship termination or retirement as the case may be, your assistance may be needed in regard to securing, defending or enforcing any Intellectual property Rights in which you may have been an inventor or co- inventor. If your assistance requires substantial utilization of your time. We shall pay reasonable compensation at a rate to be agreed but not higher than the last salary paid to you by Mindtree. Such assistance may include but may not be limited to executing any and all documents, patent, copyright or other applications and assignments to us or our designee (s), making and keeping proper records, and giving evidence and testimony.

f) In case of a dispute between You and Mindtree where you have or are alleged to have copied or published or distributed or have done any act in respect of our Confidential Information or our Clients' Intellectual Property which has breached or is likely to breach our rights and remedies herein, the presumption of a breach by you shall be at the highest level allowed by law and the burden of proving otherwise shall rest with you.

g) The terms of this section shall survive termination of your apprenticeship or retirement.

M. Shanmathy.

4. INDEMNIFICATION

You shall indemnify Mindtree, its directors, employees from and against any loss, damage, or injury Mindtree suffers or is likely to suffer as a result of any of your breach of this Agreement, breach of any third party intellectual property by You, breach of the terms of your Offer Letter or that of Mindtree's Policies/practices and for all acts or omissions. Such indemnity shall include but not be limited to losses, damages, injuries, or liabilities, losses, expenses, attorney fees, liabilities, costs of suits, costs or arbitration, or costs or appeal, etc. The indemnity obligation herein shall survive of your apprenticeship or retirement.

5. REASONABLE NON-COMPETE

i) You warrant that during the Restricted Period:

a) You shall not engage directly or indirectly in any professional services or employment nor advice, manage, render or perform services to or for any person or entity during the term of your apprenticeship with the Company. You agree that Mindtree's services are highly specialized. You further agree that the identity and particular needs of the Mindtree's Clients are not generally known in the industry. Documents and other information regarding Mindtree's services, pricing and cost as well as information pertaining to Mindtree's Clients including but not limited to identity, location, service requirements and charges to the Clients are highly confidential and secret and hence, you shall not for a period of one year from the termination / resignation / severance of your contract of apprenticeship for any reason whatsoever, directly or indirectly engage yourself in any capacity in any professional service or employment which is engaged in a business competitive to that of the Company within the geographical location wherein the Company does its businesses. You are, however free to engage yourself in any profession or employment provided your such future engagement is not competitive and such engagement is in full compliance of all the terms of your apprenticeship terms.

b) Shall not own an interest in any business which directly competes with Mindtree, except, however, nothing herein shall preclude You from owning, as a passive investor, up to one percent (1%) of the outstanding shares in a publicly traded Company for the shares of which an active public trading market exists.

c) And during the term of your apprenticeship, shall not under any circumstances, directly or indirectly solicitor attempt to solicit the Mindtree's and/or any of its subsidiaries' and/or affiliates' and/or group companies' personnel to leave the employment of Mindtree and/or any of its subsidiaries and/or affiliates or apply for employment with any third party or encourage such personnel of the Company. You have further agreed that you shall not engage in soliciting business or allied business that is in any way similar, identical or competitive with the business, activities, services of the Company, or with those Clients of Mindtree with whom you may have had any contact during your apprenticeship and for a period of one year after your apprenticeship ceases with us.

ii) During your apprenticeship, you shall not establish, work for, consult to, or assist in any way, whether in a paid or unpaid capacity, any individual, partnership or other business entity or associate as a sole proprietor, owner, employer, partner, principal, joint venturer, associate, consultant, contractor or otherwise which competes with Mindtree with respect to any of the services, products, trade secrets, Information, Inventions or other matters of Mindtree unless expressly such association has been preapproved in writing by Mindtree.

M. Shanmathy.

You confirm that you have assessed the terms of this section carefully and accept these upon having conducted appropriate verifications of your own.

6. GENERAL

a) In the event of any material breach of any obligation of this Agreement, Mindtree reserves the right to take any appropriate legal action before the competent local court. Additionally, in view of the nature of IT Services business where a breach can cause irreparable loss or damage, Mindtree may at its sole discretion seek immediate injunctive relief or specific performance of your obligations in addition to any other remedy or damages in law or equity.

b) This Agreement along with conditions of the Offer Letter, the Code of Conduct Procedures, the Joining Report and Mindtree Policies form the framework of your apprenticeship and governing conditions.

c) If any provision of this Agreement shall be held by a court of competent jurisdiction to be contrary to law, the remaining provisions of this Agreement shall remain in full force and effect to the extent possible under applicable laws.

d) Each and all of the provisions of this Agreement shall be binding upon and shall inure to the benefit of the successors and assigns of Mindtree.

e) This Agreement shall be construed according to the laws of the Republic of India and subject to the exclusive jurisdiction of Bangalore courts.

f) The terms of this Agreement shall remain in full force and effect both during the continuation of your apprenticeship, and after termination of your apprenticeship for any reason whatsoever as per survival provisions mentioned herein.

g) Any failure by Mindtree to enforce at any time any of the provisions of this Agreement shall not operate as or be deemed a waiver of such right, privilege or remedy or as a waiver of any preceding or succeeding breach by You.

M. Shanmathy.

Mindtree
A Larsen & Toubro Group Company

Code of Conduct

Summary:

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) Personal Interest v/s Mindtree's interest

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) Use of proprietary or confidential information of third party

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

3) Office for Profit

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.

4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than $25. If you receive any gifts from a vendor with a value greater than $25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.

Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

9) Personal Behavior

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."

In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.

12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and *https://www.mindtree.com*.

Agreed and Accepted

Signature : M. Shanmathi

Name : Shanmathi M

Date : Jul 5, 2022

Strictly Private and Confidential

24-Mar-2022

Shobiya Pandian

C10942760

Plot No.01, Duraisamy street, Venkateshwara nagar, Anakaputhur, Chennai

Subject: Offer of Employment ("Offer")

Dear **Shobiya,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - System and Application Services Associate

Management Level – 12

Please refer to:

Annexure I for the compensation and benefits details.

Annexure II for the documentation to be submitted by you.

Terms of Employment.

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company- (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to http://indiacampus.accenture.com /myzone/accenture/auth/login.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mahesh Vasudeo Zurale

Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

Shobiya Pandian

Date: 01/12/2022

Candidate's Signature

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,00,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	25,500
Maximum Annual Total earning potential (A+B)	3,25,500
(C) Additional Notional Benefits	
# (C) Gratuity as per law + Benefits	8,000
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	3,33,500

(A)Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.

Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B)Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

Benefits applicable for current Company Financial year:

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for following benefits, which will be governed by Company policy:

1. Medical Insurance for self, spouse and 2 dependent children up to INR 300000/- per annum.
   a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and siblings up to INR 1000000/- & any additional child up to INR 500000/- under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 1000000/-. The entire premium for this will have to be borne by you. These plan allow for coverage of pre-existing ailments.
   b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under :
      - 10% of such claims for self, spouse and 2 dependent children.
      - 20% of such claims for parents, parents in-law, siblings, and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your annual fixed compensation.
   a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with a minimum cover of INR 500000/-.
   You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
4. Gratuity as per The Payment of Gratuity Act, 1972.
5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.
   Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

In addition to the above, you will also be eligible for the following benefits:

1. #(C)Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of one (1) year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE 2

Mandatory documentation at the time of onboarding:

- Two copies of your recent passport size photographs.
- Original & Copy of X, XII and all semester mark sheets of PG / UG Degrees.
- Original & Copy of Degree/PG/Diploma (as applicable) certificates.
- Pan Card
- Passport copy , if available (if not please apply immediately)
- Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

  Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear JAYASRI KARTHIKA K,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear JENIFAR S,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear KALYAN KUMAR V,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear KOTHAI P,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear REBECCA PRINCY R,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear REEMA OMKAR SINGH YADAV,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear RWIRUB BRAHMA,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SOURAB PAUL,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SUGUMAR L,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SURIYA S,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SURYA PRAKASH D,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear VENKATA SUBRAMANIYAN K,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear VIJAY S,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SAKTHIVEL P,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SAM S,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SANDEEP M,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SANDEEP S,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SANDHIYA K,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SANDHIYA P,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SANJAI E,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SANJAI E,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SANJAI T,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SANJAY G,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SANJAY K,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SANJAY M,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SANJAY P,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SANJAY P,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SANJAY R,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

OFFER LETTER

COLLEGE NAME: BIHER – FACULTY OF ARTS AND SCIENCE

DATE: 06-04-2022

Dear SANJAY R,

Congratulations!

With reference to the Virtual Interview you had with us, we are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES). You will be offered an Annual CTC of 2,00,000 (Bonus + Commission + Incentives).

We are confident that you will exhibit your skills and experience towards the growth of our organization.

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the hiring/on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. Aadhar card
4. Pan Card
5. Voter ID for address proof.

Yours

SLATE AND PENCIL

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SWETHA S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear DINESHKUMAR S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear RAJINI S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SANTHINI M,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear VIGNESH V,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear NETHAJI D,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear MUHAMMED RISHFAN T,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear GOPINATH R,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SREEGA R,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear KH PRIYA DEVI,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear MONISHA V,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear ABISHEK DANIEL S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear JEGADEESH G,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear GOPISHREE A,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear JERRY ANTONY J,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear MAITHREYAN V,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear UDAYA SURYA P,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear ISHWARIYA V,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear AKASH V,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear JEYA ROSHAN,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear ADITYA RAJ,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear ELAM PRADEEP P,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear MANOJ KUMAR D,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear VEERAMANI S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear BHARATH M,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear VIJAYENDAR V,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear FAZIL RAHMAN M,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear NAVEENKUMAR B,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear MERUGU RAMMADHAV,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear ANANDHA KUMAR S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SRIYASHIKA K,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SWAPNA R,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear BABU RISHIKESH .,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear THANGABALU K,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear MARIA RAFFEAL IGNITIOUS C,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear KARTHICK LAWRENCE C,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear DINAKARAN V,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear PARTHIBAN S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear HEMRAJ G,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear AJOY PRASATH B,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear BIJUMON M,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear GOWTHAM P,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear DURGARANI K,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SURIYA M,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear BHUVANESHWARAN A,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SAKTHIVEL R,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear MUKESH RAJU V,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear TAMIL SELVAN D,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear BALASUBRAMANIAM S P,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear BHUVANESHWARI S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear DEEPIKA K,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear NARESH CHANDAR G S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SIVAGUNALAN A,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SOFIYA S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SANJAY B,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear HARIHARAN R,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SAI LAKSHIT M,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SAMSU MOHAMMED A,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear MEERAN M,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear ASHOK K,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear JANARTHANAN S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear RACHEL MIRIAM J,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear DURGADEVI M,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear JAYAMURUGAN C,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SANGEETHA PRIYA S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear YUKESH KHANNA S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear ASHOK R,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear HEMALATHA M R,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear UMA SANKAR E,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear PREM KUMAR B,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear ARUNKUMAR S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear MUNUSAMY G,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SHANMUGAVADIVU S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear GYANARANJAN PARIDA,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear RAJAN M,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear LEO SOLOMON B,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear YOGESWARAN M,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SANJAY S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear ANTO FELIX M,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear ABHISHEK M,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear JANANI B,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear KEERTHANA S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear GOPINATH V,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear DHIVYA R,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear M D SHOAIB AKHTAR,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear MANDY C . HMINGTHANSANGI C,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear MITHIRAN R,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear AMARNATH A,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear GARY VL MALSAWMZUALA RALTE,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear DIXON S VAHROPHA,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SUDHAKAR S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SWETHA A,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear PAVITHRA V,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear ANUSHA R,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear DWARAKANATH S K,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear AARTHI A,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear HEMANTH KUMAR G,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear KARTHIKEYAN V,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear KEERTHIBA G,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear VIJAYAN C,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear BALAMURUGAN R,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear VISWANATH J,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear VIJAYKUMAR K,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear BHARANI DHARAN V,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear RUBAN KUMAR M,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear HARIHARAN B S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SAI SHANTHIYA G,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SRIVATZ NAIDU M P,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SATHISH V,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear CHANDRASEKAR S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SURYA R,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear NAVEEN M,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear POOJA P,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SUBASHRI J,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear KULASEKAR G,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear INDHUMATHI S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear ANISH KUMAR .,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SASIKANTH S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear PRAVEEN RAJ M,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SAMUEL NESAKUMAR A,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear WILSON JOSEPH N,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear HERLIN MONISHA A,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear JANAKIRAMAN S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear AMARNATH M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear RANJITH KUMAR A,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear SADHUBALA R,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear JEYARAJ V,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear SANJAY M ,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear FRANKLIN BABU F,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear GAYATHRI K,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear FEROZ HUSSAIN M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear DEENA S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear BHARATH R,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear NANDHINEE P,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear PARANTHAMAN K,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear PREETHIKA M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear REVATHI P,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear SOUNTHARYA S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear SUPRIYA R,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear VAISHNAVADEVI A,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear VENKATESH R,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear VENKATESH R,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear VIGNESH P,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear VIGNESH R,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear VIGNESHWAR B,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear VIJAY M,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear VIJAY R,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear VIJAY S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear VIJAY S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear VIKRAM R,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear VINITHA D,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear VISHVA S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear VISHWA J,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear VISWANATHAN S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear WILSONRAJ R,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Strictly Private and Confidential

23-Feb-2022

Thiyagu Prabananthan
C10845267
2/222 2nd Avenue Vettuvankeni

Subject: Offer of Employment ("Offer")

Dear **Thiyagu,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - System and Application Services Associate

Management Level – 12

Please refer to:

Annexure I for the compensation and benefits details.

Annexure II for the documentation to be submitted by you.

Terms of Employment.

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company- (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to http://indiacampus.accenture.com /myzone/accenture/auth/login.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mahesh Vasudeo Zurale

Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

Thiyagu Prabananthan

Date:

Candidate's Signature _____

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,00,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	25,500
Maximum Annual Total earning potential (A+B)	3,25,500
(C) Additional Notional Benefits	
# (C) Gratuity as per law + Benefits	8,000
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	3,33,500

(A)Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.

Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B)Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

Benefits applicable for current Company Financial year:

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for following benefits, which will be governed by Company policy:

1. Medical Insurance for self, spouse and 2 dependent children up to INR 300000/- per annum.
   a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and siblings up to INR 1000000/- & any additional child up to INR 500000/- under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 1000000/-. The entire premium for this will have to be borne by you. These plan allow for coverage of pre-existing ailments.
   b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under :
      - 10% of such claims for self, spouse and 2 dependent children.
      - 20% of such claims for parents, parents in-law, siblings, and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your annual fixed compensation.
   a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with a minimum cover of INR 500000/-.
   You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
4. Gratuity as per The Payment of Gratuity Act, 1972.
5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.
   Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

In addition to the above, you will also be eligible for the following benefits:

1. #(C)Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of one (1) year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE 2

Mandatory documentation at the time of onboarding:

- Two copies of your recent passport size photographs.
- Original & Copy of X, XII and all semester mark sheets of PG / UG Degrees.
- Original & Copy of Degree/PG/Diploma (as applicable) certificates.
- Pan Card
- Passport copy , if available (if not please apply immediately)
- Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

  Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear PRAVEEN KUMAR R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear BHUVANESHWARAN D,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear SURYAPRAKASH K,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address | 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear HARIHARAN S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear VIGNESH E,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear SHARMILA K,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address | 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear IYYAPPAN G,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear CHARLES T,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear PREETHIBA R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear SUBRATA MANDAL,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address | 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear PONPUVESH G,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear SATHYAABIRAMI A,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear SHARAN K,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address | 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear SHARMILA P,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear SIDDHARTH S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear SOWMIYA R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear SREE DURGA B,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear SRIDHAR R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear SRIJA B,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear SRINATH A,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear SRINATH M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear SUBASHINI V,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear SUGASHINI M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address | 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear SUJITHA R R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

VEERA ENGINEERING

22-2-2022

OFFER LETTER

Dear SURESH KUMAR D,

We are pleased to offer you the position of BUSINESS DEVELOPMENT OFFICER (SALES). We are confident that you contribute your skills towards the growth of the organization.

You will offered an Annual CTC of INR 2,10,000.

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

FOR VEERA ENGINEERING

Address 1A, Balavinayagar nagar, Madanankuppam, Kolathur, Chennai-600099

16-3-2022

OFFER LETTER

Dear KARTHICK V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear PUVENTHIKA K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear ADHITHIIA RAM B,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear SURESH R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear KISHORE RAJ K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear KARTHIC A,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear RAJESH C,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear RAGUL K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear MOHAMMED RASHAD K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear BHARATH G,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear JEGANNATHAN R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear PADMA SHREE G,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear SNEHA S V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear BANU PRIYA D,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear CHITHRA R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear DESHPANDE SHRIYA SUJIT,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear DIPALI GHUGUSKAR,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear DIVYA GANDHAM,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear PONSELVAM J,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear PRABAKARAN R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear PRABHA KARAN K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear PRADEEPRAJ R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear PRAKASH C,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear PRAKASH S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear PRASANTH S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear PRAVEEN S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear PRAVEEN KUMAR M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear PRAVEEN KUMAR V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear PRAVEEN RAJ A,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear PRAVIIN KUMAR S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear PRITHIVIRAJ S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear PRIYA DHARSHINI K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear PRIYADARSHINI K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear PRIYADHARSHINI B,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear SHEVANI MIRRA S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear SINDHU S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear SIVA KUMAR E,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear SOMI MISHRA,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear SURESH R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear TAMIZH ARUN S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear VAISHNAVI S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear VALLARASU M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear YAMUNA B,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear YAZHINI R A,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear KAMESH M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear AJITH V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear ANEENA ANIL,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear ANJALI VIJAYAN,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear CHANDRA MOWLLI V S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

16-3-2022

OFFER LETTER

Dear CHARLES M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,80,000 (Bonus + commission + incentives).

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Vertex cms

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear CHARLES F,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear MD KASHIF RAZA,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear MOHAMMED SHAHABUDDIN,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear NISHA V,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear LITTLE GRACEY S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear SABAREESH L,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear SRI RIKSHAN R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear FREDRICK CLEMENT RAJ F,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear SANDHIYA E,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear MATHANKUMAR M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear VIVEKANANDAN M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear DINESH T,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear SURIYA GOWTHAM G,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear SURIYA KUMAR S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear THAMARAI MANALAN S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear THAMEEM ANSARI R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear VAISHNAVI T,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear VAISHNAVI V,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear VENKATRAMAMOORTHY G,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear VIGNESH P,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear VIGNESHWARI V,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear VIJAY M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear VIJAYARAJ S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear VISHWA R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear VISHWA S,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear YAHYA N,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear BHARATH RAJ B,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear BHARATHI M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear BHARATHKUMAR V,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear DEENADHAYALAN J,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear DHANASEKARAN D,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear DHANUSHKUMAR U,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear DHARSHINI V,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear DHILIP M,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear DHINAKARAN R,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear DINESH D,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

WHITEBOARD TECHNOLOGIES

Date: Feb 11th ,2022

Location: Chennai

OFFER LETTER

Dear VIGNESH.S.,

We are pleased to offer you the position of BUSINESS DEVELOPMENT EXECUTIVE (SALES & PROMOTIONS) in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. INR 2,00,000 (Incentive + Bonus + Commission)

Your Onboarding with us will be based on

1. Business Needs
2. Covid 19 Regulation
3. Financial Condition of the Company
4. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

For White Board Technologies

Talent Acquisition

14-3-2022

OFFER LETTER

Dear PARTHIPAN D,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear CHARULATHA K,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear KESHORE P,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear UDAYAKUMAR,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear MOHAMAD FAROOK S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SAKTHIVEL M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear RAJESH N,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear UMAMAGESHWARI R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear NITHIN KUMAR R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear MANISHA SRI M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear PRAVEEN RAJ M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SATHISH N ,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear MADHANKUMAR M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SHREE NEVADHA S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SHYAM SUNDAR P,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SIVA S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SIVA KUMAR C,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SIVARANJANI B,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SOMIYA S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SOWMIYA R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SOWMIYA S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SRIDHAR G,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SRINIVASAN T,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SRIPRIYA P,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SRIVIDHYA R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear STANLEY SELVARAJ S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SUDHARSAN M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SUNILKUMAR M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SUNITHA L,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear LAUREN NIHILAN A,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear MANUSHA V,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear MOHAMED YASEEN L,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear MUTHU R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear NALLANAGULA SWETHAN,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear PEDDAKAPU SAI TEJA,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear PIRASANNA G,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear RITESH S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SAI SHANKARAAN B,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SANKAR A S,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SARAVANAN M,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SHRI VENSAN W,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear VASUMATHI B,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear VEERAGURU A,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear SUGUMAR G,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear ASHA R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

14-3-2022

OFFER LETTER

Dear DIVYAPRIYA R,

Our hiring Team is pleased with your Performance in the Interview and would like to offer you the position of BUSINESS MANAGER-SALES AND PROMOTIONS. You will be offered an Annual CTC of INR 1,44,000 (Bonus + Commission +Iincentives)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Performance in the Training

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Zealous Services

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear GANESH V ,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear SANGETHA V,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear SUNIL KUMAR S,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear ESWARI R,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear ARTHI V,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear SANJAY R,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear GOWTHAM B,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear HARISH RAGAVENDRA K,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear EBENEZER CHARLES R,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear KOPPULA NAGENDRA REDDY,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear MANISHA SRI M,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear SATHISH N ,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear MADHANKUMAR M,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear VASANTHI M,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear MANJUNATHA S,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear SINDHUJA S,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear DEEPA S,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear KEERTHANA M,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear MAHALAKSHMI M,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear MANOJKUMAR M,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear YAMINI R,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear YOGENDRAN S,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear YUVAKUMAR Y,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear YUVARAJ A,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear YUVARAJ B,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear YUVARAJ C R,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear YUVARAJ M,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear YUVARAJ S,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear JANARTHANAN A,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear YOGESH S,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear SHAKIL HUSSAIN K,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear DINESHKUMAR A,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear SANTHOSHKUMR N H,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear ARUN A,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear GOKUL K,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear BALAKRISHNAN M,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear RAKHIMKHAN P,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear BARATHKUMAR K,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear SANDHIYA U,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear MURALIDHARAN V,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear KARTHIK P,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear MICHAEL ANTONY GEORGE J,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear AKASH S,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear ARUNKUMAR T,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear ARUSHI A K ,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear DILIP KUMAR T,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear DINESH U,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear DIVAKAR E,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear GANISHKARRAJA R,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear PRAGATI GAUR ,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear PREETHI C,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear PREMA POOJITHA M,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear PRIYA SAHA,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear PRIYANKA K,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear PRUDHVI VENKATA MOHITH,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear RAGHINI P,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear RESHMA R,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear ROSHINI D,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear S SAYEE LAKSHMI S,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear SHALINI S,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear SUBASHINI M,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear GAYATHRI L,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear GOKUL A,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear KESIVA BOOBATHE S J,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear NAVEED AHMED W.N,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

Zig Bee Tech

Date: Apr 17th 2022

Location: Chennai

OFFER LETTER

Dear JONE S S,

We are delighted to grand you this position of Business Development Manager in our organization. We are confident that you will contribute your skills towards the growth of the organization. Your Annual CTC will be Rs. 1,69,000 (Incentive + bonus + commission)

Your Onboarding with us will be based on

1. Business Needs
2. Financial Condition of the Company
3. Project Availability.

Kindly carry the following documents

1. 4 Passport size photographs.

2. Education Documents (10th, 12th, Degree Mark Sheets)

3. Medical Fitness Certificate.

4. Aadhar & Pan Card.

Talent Acquisition

Zig Bee Tech

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear JANANI S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear RENGANAYAKI S B,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear caroline nano,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear PRAKASH A,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear RAGUPATHI K,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear ARIF AKHTAR .,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SURESH S,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear LOKESH B,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear SOMASUNDARAM E,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Bharath University
Date : 14-Dec-2022

Dear INDRAGANDHI K,

Congratulations!!!
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear YOOKESH V.S,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

Taurus BPO Services India LLP

DATE: 19-03-2022

OFFER LETTER

Dear KANNAN A,

With reference to the Interview, you had with us, we are pleased to offer you the position of AR Associate**.**

Your annual CTC will be INR 1,44,000 (Incentives + Bonus +Commission).

Your On boarding with us will be based on

1. Business Needs
2. Financial Condition of the Company

You will have to furnish the following documents during the on boarding process

1. 10 Passport size photographs.
2. 10th, 12th and UG/PG education certificates – (whichever completed).
3. E-Aadhar card- Mandatory for address proof.
4. Pan Card- Mandatory to open bank account.
5. In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.

For Taurus BPO

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear AJITH KUMAR B,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear BANU PRIYA B,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear B LALTHULIANA,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear POOTHA PANDI P,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear SUNMATHI U,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear DEEPIKA U,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear VAISHNAVI M,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear RAMESH K,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear PRASANTH B,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear KARTHICK R,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear DHANAVEL K,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear GUNASEKAR K,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear PRASANTH R,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear MOHAMED SAJET M,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear DELHIGANESH R,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear DINESH K,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear DINESH KUMAR G,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear DIVYA P,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear ELANGO C,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear HARSHITH SURYA N,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear JANANI H,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear JEEVANANDHAM V,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear JOHNIMMANUVEL R,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear KAVIYARASU K,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear KIRUBAKARAN D,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear KISHORE KUMAR R,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear KISHORE KUMAR M,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear KISHORE KUMAR S,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear KOKILA M,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear KRISHNA MOHAN ,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear LOGESH B,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear LOGESH KUMAR A,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear LOGESHWARAN R,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear LOKESH K,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear LOKESH M,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear LOKESH KUMAR M,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear MANISH R,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear MATHAVAN M,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear MATTHEW SELVAKUMAR M,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear SHOMESHWARAN K,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear SINDUJA B,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear SRIDIVYA S,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear SUGUNA S,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear SUREGA S,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear SUSAN RITHIKA D,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear THENMOZHI D,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear THILAGAVATHI B,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear UMAMAHESWARI M,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear VAISHNAVI K,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear VINISHA R,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear ADHITHYA R,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear BALAJI A J,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear NITISHKUMAR S,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear VIKRAMAN S,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear SURAJ RAJAN R,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SKILL PLAN

OFFER LETTER

COLLEGE NAME: BHARATH UNIVERSITY – FACULTY OF ARTS AND SCIENCE

DATE: 18.03.2022

Dear ROHITH P,

We are pleased to extend an offer to you for the position of AR Associate. We believe you will be a valuable addition to our team and very much looking forward to having you on board. You will be offered an Annual CTC of INR 1,69,000(Bonus + Commission +Incentives).

Your Onboarding with us will be based on:

1. Business Needs
2. Financial Condition of the Company.

Kindly carry the following documents below.

1. 6 Passport size photographs.
2. Education Documents (10th, 12th, Degree Mark Sheet).
3. Medical Fitness Certificate.
4. Aadhar & Pan Card Mandatory.

SKILL PLAN

SREE BALAJI MEDICAL COLLEGE & HOSPITAL
A constituent college of
BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Declared as Deemed to be University under section 3 of UGC Act, 1956)
(Vide Notification No.F.9-5/2000-U.3,Ministry of Human Resource Development, Govt. of India, dated 4th July, 2002)

Phone: 044-42911000, 044-22412018
Website: www.sbmch.ac.in

7, Works Road, Chromepet,
Chennai 600 044,Tamil Nadu

L. Dis. No. 2785/SBMCH/2022 ***Date: 12-10-2022***

To whome so ever may concern

This is to certify that ***AARTHI P*** *working as Staff Nurse in the Department Qf intensive care unit at* ***SREE BALAJI MEDICAL COLLEGE & HOSPITAL, Chromepet, Chennai -600 044*** *with effect from 01.11.2022 to till date.*

This certificate has been issued based on the request made by the Employee. During the above

DEAN

DEAN
Sree Balaji Medical College & Hospital
No. 7, Works Road, Chromepet,
Chennai-600 044.

Hindu Mission Hospital

President
Sriniveisinn K Swum
Secretary
Sri.D.K.SrinivosanP
odmoShri Awardee

02.09.2022

TO WHOM SO EVER IT MAY CONCERN

This is to certify That **ABIRAMI D** is working at Hindu Mission Hospital **as a** Staff Nurse since **15/09/2022. He** is drawing the payment of **Rs.24,114/-(rupees twenty four thousand one** hundred and fourteen **only) per month.**

For HINDU MISSION HOSPITAL

D.K. SRINIVASAN
Secretary

NABH / NABL Accredited Hospital
No: 103, G.S.T Road, Tambaram West, Chennai - 600 045
Ph: 044 - 2226 2244 | 2226 5533
Email: hmh@dataone.in / hmhoffice@gmail.com
Website: www.hindumissionhospital.in

10th September 2022

ANGEL V

Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Mr./Ms.

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased accept you as a member of Professional Enrichment Training (PET) Program commencing **from 20 September 2022 for the period of 01 year** in the **Department of Nursing.** Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additional working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

1st October 2022

Ms. Anjali Katal
Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Ms. Anjali Katal,

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased to designate you as **Nurse Associate** under Professional Enrichment Training (PET) Program commencing **from 3rd October 2022 for the period of 06 Months (thereafter will be brought Onroll based on your performance and mandatory submission of Nursing Registration Certificate)** in the **Department of Nursing**. Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additionai working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

As one of the learning members of the Professional Enrichment Training (PET), you are not eligible to claim any financial benefits as applicable to the other full-time employees of the organization for staying back in excess of the normal Training hours during this practical training period.

EID: Anjali Katal – T0676

Once you have been taken Onroll, you will be designated as Staff Nurse and your salary will be revised as per the slab. You will be eligible for allowances following your confirmation which will be done after your six months' probation starting from your Date of Joining.

During the training period you shall be paid a **sum of Rs. 14000/-** and you will be governed by the training regulations and other general policies as applicable to the hospital. A Sum of amount Rs.3000/-(Three Thousand Only) will be deducted from your first month salary as deposit towards your uniform.

In the course of Professional Enrichment Training (PET) and while performing your assignments and servicing the patients, as part of the programme you shall have an access to personal information of the patients and other confidential / sensitive data of the diseases profile with treatment protocol etc. You are required maintain highest order of confidentiality of the information known to you.

As you are aware of the facts that program is an exclusive customized design module to enrich the professional skills of the qualified / registered professionals like you in the field of health care with a reasonable investment by the management and enormous pre-allotted time of the senior professionals to provide training as expected as "On the Job Training". Therefore, you are expected to complete the entire duration of the training period. You may only leave earlier if it is agreeable to your training in-charge and in this case, notice must be given not less than 4 weeks before your desired last day of the programme, with appropriate reason to discontinue to the programme, failing which the management reserves the right to recover the training cost.

After successful completion of the Non-Employment Professional Enrichment Training (PET) period, you may be considered for regularization subject to the vacancies or extension of further training period as required.

Please note that during the Non-Employment Professional Enrichment Training (PET), you shall be governed by the general terms of Non-Disclosure, Non-Compete, Non solicitation and other Code of Conduct in order maintain high order of operating standards. In case of any report on disciplinary conventions or violations of any code of conduct, based on the recommendation of the program coordinator or the training in-charge you will be suspended with no notice.

EID: Anjali Katal – T0676

During the course of your training period, you will devote all your time exclusively towards learning and enhancing your skills as requested by you and handle the Hospital equipment's with appropriate care and under the supervision of the seniors. In case of any damages due to your negligence, the Hospital shall be recovering the cost after the due enquiry process

During the Professional Enrichment Training (PET) Programme, period you will be eligible to request for leaves to the Programme in charge as per the terms of the programme.

As it is agreed that it is a Propitiatory Training Design Module of the Hospital to enhance the professional skills of the qualified / trained / and registered professionals in order to provide advanced training in the field of health care on voluntary request of the participant member and not as an employment or pre-employment part and under all circumstances it is agreed to be treated as Non Employment Professional Enrichment Training (PET) with limited obligation to provide Training and other assistance to the members including some benefits as applicable.

If the foregoing terms and conditions are acceptable to you, you may please sign this letter in token of acceptance thereof and return it to us.

With Best Wishes,

For Dr. Rela Institute & Medical Centre,

DR. RELA INSTITUTE & MEDICAL CENTRE Human Resources Department Chromepet Chennai-44

Dr. Ilankumaran Kaliamoorthy. FRCA

Chief Executive Officer

I have gone through the above Offer and Accept it:

Name: ANJALI KATAL Signature: Anjali Katal Date: 3/10/2022

EID: Anjali Katal – T0676

Greetings!!!

Dear Mr.Benjamin Raj R.,

Further to your interview, it gives us pleasure to inform you that you have been selected as below.

Designation: Trainee - Nurse

Location: Your posting will be at Be Well Hospitals, Anna Nagar.

Salary: As mutually agreed.

Note: You will be under 3 months observation from the date of joining; at the end of the 3rd month an assessment will be done by the management. If you are found to be not delivering the results then you will have to get relieved from employment with immediate effect. No compensation will be paid insuch circumstances**.**

Please acknowledge the receipt of this email by replying to your Date of Joining 23-01-2023.

Please note that this offer is valid subject to your replying to this mail within seven working days.

Your appointment will be subject to the verification of references. Detailed appointment orders will behanded over after confirmation.

You are requested to kindly submit the following documents before you join. You are also required tosend self-attested copies of the documents as mentioned below,

Certificates / Documents

- ✓ 10th Standard Mark Sheet and Passing
- ✓ 12th Standard Mark Sheet and Passing
- ✓ Graduation Mark Sheet and Passing
- ✓ Post-Graduation (If any) Mark Sheet and Passing
- ✓ Registration certificates
- ✓ Experience / Relieving Letter
- ✓ Last 3 months Pay slips / Proof of Last drawn salary & last 3 months bank statement
- ✓ Photo Identification (2 Copies) (Example: PAN Card, Aadhaar Card & Driving License)
- ✓ Bank Passbook copy & Passport size Photos - 4 No's (White Background)Look forward to having you on board!!!

15th September 2022

BETTY ACHANKUNJU
Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Mr./Ms.

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased accept you as a member of Professional Enrichment Training (PET) Program commencing **from 20 September 2022 for the period of 01 year** in the **Department of Nursing.** Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additional working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

05th September 2022

BINODINI KUJUR
Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Mr./Ms.

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased accept you as a member of Professional Enrichment Training (PET) Program commencing **from 10 September 2022 for the period of 01 year** in the **Department of Nursing.** Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additional working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

SREE BALAJI MEDICAL COLLEGE & HOSPITAL
A constituent college of
BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Declared as Deemed to be University under section 3 of UGC Act, 1956)
(Vide Notification No.F.9-5/2000-U.3,Ministry of Human Resource Development, Govt. of India, dated 4th July, 2002)

Phone: 044-42911000, 044-22412018
Website: www.sbmch.ac.in

7, Works Road, Chromepet,
Chennai 600 044,Tamil Nadu

L. Dis. No. 6285/SBMCH/202 2 ***Date: 01-09-2022***

To whome so ever may concern

This is to certify that ***C.SANGEETHA*** *working as Staff Nurse in the Department Qf Casualty at* ***SREE BALAJI MEDICAL COLLEGE & HOSPITAL, Chromepet, Chennai -600 044*** *with effect from 01.09.2022 to till date.*

This certificate has been issued based on the request made by the Employee. During the above

DEAN

DEAN
Sree Balaji Medical College & Hospital
No. 7, Works Road, Chromepet,
Chennai-600 044.

12 nd September 2022

DEEPIKSHA B
Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Mr./Ms.

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased accept you as a member of Professional Enrichment Training (PET) Program commencing **from 10 September 2022 for the period of 01 year** in the **Department of Nursing.** Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additional working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

15th October 2022

Ms. Dhanya M
Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Ms. Dhanya M,

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased to designate you as **Nurse Associate** under Professional Enrichment Training (PET) Program commencing **from 17th October 2022 for the period of 06 Months (thereafter will be brought Onroll based on your performance and mandatory submission of Nursing Registration Certificate)** in the **Department of Nursing**. Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additional working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

As one of the learning members of the Professional Enrichment Training (PET), you are not eligible to claim any financial benefits as applicable to the other full-time employees of the organization for staying back in excess of the normal Training hours during this practical training period.

EID: Dhanya M – T0687

Once you have been taken Onroll, you will be designated as Staff Nurse and your salary will be revised as per the slab. You will be eligible for allowances following your confirmation which will be done after your six months' probation starting from your Date of Joining.

During the training period you shall be paid a **sum of Rs. 14000/-** and you will be governed by the training regulations and other general policies as applicable to the hospital. A Sum of amount Rs.3000/-(Three Thousand Only) will be deducted from your first month salary as deposit towards your uniform.

In the course of Professional Enrichment Training (PET) and while performing your assignments and servicing the patients, as part of the programme you shall have an access to personal information of the patients and other confidential / sensitive data of the diseases profile with treatment protocol etc. You are required maintain highest order of confidentiality of the information known to you.

As you are aware of the facts that program is an exclusive customized design module to enrich the professional skills of the qualified / registered professionals like you in the field of health care with a reasonable investment by the management and enormous pre-allotted time of the senior professionals to provide training as expected as "On the Job Training". Therefore, you are expected to complete the entire duration of the training period. You may only leave earlier if it is agreeable to your training in-charge and in this case, notice must be given not less than 4 weeks before your desired last day of the programme, with appropriate reason to discontinue to the programme, failing which the management reserves the right to recover the training cost.

After successful completion of the Non-Employment Professional Enrichment Training (PET) period, you may be considered for regularization subject to the vacancies or extension of further training period as required.

Please note that during the Non-Employment Professional Enrichment Training (PET), you shall be governed by the general terms of Non-Disclosure, Non-Compete, Non solicitation and other Code of Conduct in order maintain high order of operating standards. In case of any report on disciplinary conventions or violations of any code of conduct, based on the recommendation of the program coordinator or the training in-charge you will be suspended with no notice.

EID: Dhanya M – T0687

During the course of your training period, you will devote all your time exclusively towards learning and enhancing your skills as requested by you and handle the Hospital equipment's with appropriate care and under the supervision of the seniors. In case of any damages due to your negligence, the Hospital shall be recovering the cost after the due enquiry process

During the Professional Enrichment Training (PET) Programme, period you will be eligible to request for leaves to the Programme in charge as per the terms of the programme.

As it is agreed that it is a Propitiatory Training Design Module of the Hospital to enhance the professional skills of the qualified / trained / and registered professionals in order to provide advanced training in the field of health care on voluntary request of the participant member and not as an employment or pre-employment part and under all circumstances it is agreed to be treated as Non Employment Professional Enrichment Training (PET) with limited obligation to provide Training and other assistance to the members including some benefits as applicable.

If the foregoing terms and conditions are acceptable to you, you may please sign this letter in token of acceptance thereof and return it to us.

With Best Wishes,

For Dr. Rela Institute & Medical Centre,

Dr. RELA INSTITUTE & MEDICAL CENTRE Human Resources Department Chrompet Chennai-44

Dr. Ilankumaran Kaliamoorthy. FRCA

Chief Executive Officer

I have gone through the above Offer and Accept it:

Name: M.DHANYA Signature: Dhanya Date: 17/10/22

EID: Dhanya M – T0687

Hindu Mission Hospital

President
Sriniveisinn K Swum
Secretary
Sri.D.K.SrinivosanP
odmoShri Awardee

05.08.2022

TO WHOM SO EVER IT MAY CONCERN

This is to certify That **DIVYA PRIYADHARSHINI D** is working at Hindu Mission Hospital **as a** Staff Nurse since **15/08/2019. He** is drawing the payment of **Rs. 18,000 -(EIGHTEEN THOUSAND RUPEES only) per month.**

For HINDU MISSION HOSPITAL

D.K. SRINIVASAN
Secretary

NABH / NABL Accredited Hospital
No: 103, G.S.T Road, Tambaram West, Chennai - 600 045
Ph: 044 - 2226 2244 | 2226 5533
Email: hmh@dataone.in / hmhoffice@gmail.com
Website: www.hindumissionhospital.in

Hindu Mission Hospital

President
Sriniveisinn K Swum
Secretary
Sri.D.K.SrinivosanP
odmoShri Awardee

01.09.2022

TO WHOM SO EVER IT MAY CONCERN

This is to certify That **DURGA M** is working at Hindu Mission Hospital **as a** Staff Nurse since **05/09/2022. He** is drawing the payment of **Rs 18,000/- (rupees eighteen thousand rupees only) per month.**

For HINDU MISSION HOSPITAL

D.K. SRINIVASAN
Secretary

NABH / NABL Accredited Hospital
No: 103, G.S.T Road, Tambaram West, Chennai - 600 045
Ph: 044 - 2226 2244 | 2226 5533
Email: hmh@dataone.in / hmhoffice@gmail.com
Website: www.hindumissionhospital.in

1st September 2022

F.PREETHI

Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Mr./Ms.

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased accept you as a member of Professional Enrichment Training (PET) Program commencing **from 1st September 2022 for the period of 01 year** in the **Department of Nursing.** Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additional working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

KMS
Health Center Private Limited
Enlightening the life through science

02-10-2022

TO WHOM SO EVER IT MAY CONCERN

This is to certify that GAYATHRI M Worked as a staff Nurse in EMERGENCY AND TRAUMA CARE **KMS HOSPITAL,** A DIVISION OF KMSHC PRIVATE LIMITED (30 bedded Hospital, Selaiyur, East Tambaram, Chennai) from 15-10-2022 to till date.

She is well versed in all monitoring skills needed in the EMERGENCY AND TRAUMA CARE. He has pleasant manner courtesy and get along well with his colleagues. He hashonest, soft spoken compassionate patients. He has excellent character and conduct.

I wish his well in future Endeavour.

DR. SRINIVASA RAO MD,
Managing Director,
KMS HOSPITAL

No. 6, KamarajarSalai, Selaiyur, East Tambaram, Chennai — 600059. Tamilnadu, India
Phone : +91 44 42815192, E-mail : info@kmshc.com, Web : www/kmshc.com

Hindu Mission Hospital

President
Sriniveisinn K Swum
Secretary
Sri.D.K.SrinivosanP
odmoShri Awardee

01.11.2022

TO WHOM SO EVER IT MAY CONCERN

This is to certify That **GAYATHRI S** is working at Hindu Mission Hospital **as a** Staff Nurse since **05/11/2022. She** is drawing the payment of **Rs 18,000/- (rupees eighteen thousand rupees only) per month.**

For HINDU MISSION HOSPITAL

D.K. SRINIVASAN
Secretary

NABH / NABL Accredited Hospital
No: 103, G.S.T Road, Tambaram West, Chennai - 600 045
Ph: 044 - 2226 2244 | 2226 5533
Email: hmh@dataone.in / hmhoffice@gmail.com
Website: www.hindumissionhospital.in

21-Sep-2022

Ms.Geetha Lakshmi M,
No.22/2, 7th Mani Road,,
7th Extn, New Colony, Chrompet.,
.

Appointment Letter

Dear Ms.Geetha Lakshmi M,

We have pleasure in appointing you as per details given below with effective 21-Sep-2022 on the following terms and conditions.

Grade : I
Band : I
Title : Intern
Role : Trainee

1.Duties & Responsibilities:

(a) Your reporting and responsibilities will be advised to you by your Departmental Head or any person nominated by him/her and will change from time to time based on the needs of the Company.

2.Reporting & Place of Posting:

(a) You will be initially posted at Guindy office / Unit however, your services are transferable to any Section/Department, Location, Office, Associate or Sister concern or Subsidiary at any place in India or abroad, whether existing today or which may come up in future, at any time at the sole discretion of Management with or without change in the compensation. In such case, you will be governed by the terms and conditions of the services applicable to new placement/location.

3.Remuneration:

(a) You remuneration is attached herewith as an Annexure I. The same is subject to the applicable Income Tax and other Laws.

(b) All matters pertaining to your appointment and compensation are strictly confidential in nature and it should be treated as such.

4. Probation:

(a) You will be on probation for a period of Six months from the date of your joining. The probation period may be extended for such term as may be considered appropriate by the Management. Upon satisfactory completion of your probation, your services will be confirmed by written order with the Company.

(b) During the probationary period and any extension thereof, your services may be terminated without notice or assigning any reason. However, during your probation you are required to give one month notice in case you want to terminate your services.

5. Separation:

(a) On confirmation, the services can be terminated from either side by giving 30 days or salary in lieu thereof. However, the management reserves the right to relieve you on your resignation based on the merits.

(b) The management reserves the right to terminate your services with 24hrs notice or without any notice in case of any non-performance, non-committed attitude, sudden change of interest, unethical practices, breach of code of conduct policy or any policy of the Company without any compensation.

(c) This appointment letter is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice and compensation. Upon termination of employment (in any scenario), you will also return all company property, which may be in your possession.

6. Others

(a) You will maintain due confidentiality on the work and methods of the Company and recognize that it has proprietary rights over its ideas, methods and practices. You will not give out to anyone by word of mouth or otherwise, particulars or details of our activities, know-how, security arrangements, administration and organization concerning the technology, trade secrets, marketing and business information relating to the works and business of the Company or any of our affiliated or associates, which will be your personal privilege to know by virtue of your being associated with the organization.

(b) During the term hereof, you (a) shall have access to, be privy to, come to know of and/or obtain possession of confidential and proprietary information of/pertaining to Rainbow Children's Medicare Limited, which information shall, without limitation mean and include, commercial and financial information, current and contemplated business plans and forecasts, marketing plans, information relating to current and contemplated research and development activities, information not available in public domain, trade secrets, information relating to business and operating procedures, medical records, patient records and data and such other information to which you would not have access to but for the current agreement/engagement with Rainbow Children's Medicare Limited; and (b) you may be privy to or have access to unpublished price sensitive information regarding Rainbow Children's Medicare Limited as defined in the Securities and Exchange Board Of India (Prohibition Of Insider Trading) Regulations, 1992, as amended from time to time ("SEBI Regulations"). The information mentioned in sub-Clauses (a) and (b) is hereinafter referred to as "Confidential Information". You hereby undertake to (i) hold all Confidential Information strictly confidential and utilize the same solely for the purposes hereof, (ii) not disclose any Confidential Information to any third party, agent or affiliate, whether directly or indirectly, for any purpose whatsoever; (iii) protect Confidential Information by using the highest degree of care and highest security precautions, to prevent the unauthorized use, dissemination, or publication of the Confidential Information; (iv) return all originals, copies, reproductions and summaries of Confidential Information in its control as and when requested by Rainbow Children's Medicare Limited; (v) notify Rainbow Children's Medicare Limited, immediately upon discovery of any breach of its obligations under this Agreement and to co-

operate in every reasonable way to help Rainbow Children's Medicare Limited in taking steps to regain possession of the Confidential Information and to prevent further disclosure; (vi) adhere to the provisions of the SEBI Regulations and refrain from (directly/ indirectly/ through other persons, legal or natural) trading or causing any other person to trade in the securities of Rainbow Children's Medicare Limited contrary to the provisions of the SEBI Regulations; and (vii) comply with the provisions of this Clause for a period of 7 years after the expiration or termination of this Agreement.During the course of this employment, you shall not take up any other employment or assignment elsewhere directly or indirectly and shall devote your full time commitment to the Company and endeavour to sincerely and diligently pursue the duties and discharge the responsibilities entrusted to you. You will also not engage in any activities that have conflict of interest with the Company activities.

(c) The Company expects you to work with high standards of discipline, integrity, initiative, efficiency and efficacy in all your assignments.

(d) You shall be eligible for maternity benefits as per Maternity Benefit Act 1961 as applicable

(e) As a member you shall conduct yourself in a manner so as to justify the trust and confidence reposed in you and act at all times in consistence with the position of responsibility you occupy.

(f) During your service, you wilfully acquaint with various laws, orders, notifications etc., of the Central, State and Local and/or other authority in force from time to time and other legislation affecting or concerning your area of work and you will ensure that the same are fully observed and complied with.

(g) You will abide by the rules and regulations of the Company and shall also comply with all organization policies that are in force from time to time.

(h) It is implied and understood that all facilities / benefits are attached to the service and stand automatically withdrawn with effect from the date you relinquish services/assignment in the Company on any account whatsoever. If a particular benefit is admissible on periodical basis, on your leaving and if by then you have drawn amount more than proportionately due to you, the excess amount drawn would be refunded or deducted out of the amount that may be due to you.

(i) The Company will have the right to correspondingly adjust your monthly remuneration against any amount that you may owe to the Company or to any customers before making the final payment to you.

(j) You shall be obliged to follow and will be governed by the work processes, technical standards, protocols and general instructions issued thereof, and service rules, employment practice of the Company as in force and/or amended from time to time.

(7) You acknowledge that during the course of your employment with the Company, you will become familiar with the Company's trade secrets and with other confidential information concerning the Company and its associates and related Companies and that your services will be of a special, unique and extraordinary value to the Company. You agree that during the term hereof, you shall not directly or indirectly own, manage, control, participate in, consult with, render services for, or engage in any business including on behalf of any family business or business by wife and close relatives competing with the businesses of the Company or its associates or related Companies. For the purpose of this

Agreement, the "businesses of the Company" shall mean Hospital which is into specialization of Obstetrics and Gynaecology, Paediatrics and IVF which the company operates now.

(8) You shall automatically retire from the services of the company on attaining the age of 58 years as per the date of birth in the company records.

(9) Your appointment is subject to your being medically sound and remaining medically fit during the term of employment.

You are requested to sign the duplicate copy of this letter, signifying your acceptance of the same, for our records

We welcome you to Rainbow Family and look for a long and mutually beneficial association

Yours faithfully,
For **Rainbow Children's Medicare Limited.**

Suman Kumar Cherukuri,
Vice President – Human Resources

Acceptance

I have read the contents of this appointment letter and fully understand the above term and conditions of my services and I accept the same without any reservations:

Date:
Place: Guindy

Signature of the candidate
Geetha Lakshmi M

Annexure – I

Employee ID : 603883
Name : Ms. Geetha Lakshmi M
Grade : I
Band : I
Title : Intern
Role : Trainee

Component	Monthly Amount	Yearly Amount
Monthly Gross *	**10000**	
Benefits:Contribution by Organisation		
STIPEND	10000	120000
Cost To The Company(CTC)	10000	120000

The above remuneration is subject to the applicable Income Tax and other Laws.

For **Rainbow Children's Medicare Limited**

Suman Kumar Cherukuri,
Vice President – Human Resources

You are requested to sign the duplicate copy of this letter, signifying your acceptance of the same, for our records

21-Sep-2022

Ms.Hamzid Banu,
No.87,Nallathambi Road,,
Anna nagar,Pammal,Ch-75.,
.

Appointment Letter

Dear Ms.Hamzid Banu,

We have pleasure in appointing you as per details given below with effective 21-Sep-2022 on the following terms and conditions.

Grade : I
Band : I
Title : Intern
Role : Trainee

1.Duties & Responsibilities:

(a) Your reporting and responsibilities will be advised to you by your Departmental Head or any person nominated by him/her and will change from time to time based on the needs of the Company.

2.Reporting & Place of Posting:

(a) You will be initially posted at Guindy office / Unit however, your services are transferable to any Section/Department, Location, Office, Associate or Sister concern or Subsidiary at any place in India or abroad, whether existing today or which may come up in future, at any time at the sole discretion of Management with or without change in the compensation. In such case, you will be governed by the terms and conditions of the services applicable to new placement/location.

3.Remuneration:

(a) You remuneration is attached herewith as an Annexure I. The same is subject to the applicable Income Tax and other Laws.

(b) All matters pertaining to your appointment and compensation are strictly confidential in nature and it should be treated as such.

4. Probation:

(a) You will be on probation for a period of Six months from the date of your joining. The probation period may be extended for such term as may be considered appropriate by the Management. Upon satisfactory completion of your probation, your services will be confirmed by written order with the Company.

(b) During the probationary period and any extension thereof, your services may be terminated without notice or assigning any reason. However, during your probation you are required to give one month notice in case you want to terminate your services.

5. Separation:

(a) On confirmation, the services can be terminated from either side by giving 30 days or salary in lieu thereof. However, the management reserves the right to relieve you on your resignation based on the merits.

(b) The management reserves the right to terminate your services with 24hrs notice or without any notice in case of any non-performance, non-committed attitude, sudden change of interest, unethical practices, breach of code of conduct policy or any policy of the Company without any compensation.

(c) This appointment letter is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice and compensation. Upon termination of employment (in any scenario), you will also return all company property, which may be in your possession.

6. Others

(a) You will maintain due confidentiality on the work and methods of the Company and recognize that it has proprietary rights over its ideas, methods and practices. You will not give out to anyone by word of mouth or otherwise, particulars or details of our activities, know-how, security arrangements, administration and organization concerning the technology, trade secrets, marketing and business information relating to the works and business of the Company or any of our affiliated or associates, which will be your personal privilege to know by virtue of your being associated with the organization.

(b) During the term hereof, you (a) shall have access to, be privy to, come to know of and/or obtain possession of confidential and proprietary information of/pertaining to Rainbow Children's Medicare Limited, which information shall, without limitation mean and include, commercial and financial information, current and contemplated business plans and forecasts, marketing plans, information relating to current and contemplated research and development activities, information not available in public domain, trade secrets, information relating to business and operating procedures, medical records, patient records and data and such other information to which you would not have access to but for the current agreement/engagement with Rainbow Children's Medicare Limited; and (b) you may be privy to or have access to unpublished price sensitive information regarding Rainbow Children's Medicare Limited as defined in the Securities and Exchange Board Of India (Prohibition Of Insider Trading) Regulations, 1992, as amended from time to time ("SEBI Regulations"). The information mentioned in sub-Clauses (a) and (b) is hereinafter referred to as "Confidential Information". You hereby undertake to (i) hold all Confidential Information strictly confidential and utilize the same solely for the purposes hereof, (ii) not disclose any Confidential Information to any third party, agent or affiliate, whether directly or indirectly, for any purpose whatsoever; (iii) protect Confidential Information by using the highest degree of care and highest security precautions, to prevent the unauthorized use, dissemination, or publication of the Confidential Information; (iv) return all originals, copies, reproductions and summaries of Confidential Information in its control as and when requested by Rainbow Children's Medicare Limited; (v) notify Rainbow Children's Medicare Limited, immediately upon discovery of any breach of its obligations under this Agreement and to co-

operate in every reasonable way to help Rainbow Children's Medicare Limited in taking steps to regain possession of the Confidential Information and to prevent further disclosure; (vi) adhere to the provisions of the SEBI Regulations and refrain from (directly/ indirectly/ through other persons, legal or natural) trading or causing any other person to trade in the securities of Rainbow Children's Medicare Limited contrary to the provisions of the SEBI Regulations; and (vii) comply with the provisions of this Clause for a period of 7 years after the expiration or termination of this Agreement.During the course of this employment, you shall not take up any other employment or assignment elsewhere directly or indirectly and shall devote your full time commitment to the Company and endeavour to sincerely and diligently pursue the duties and discharge the responsibilities entrusted to you. You will also not engage in any activities that have conflict of interest with the Company activities.

(c) The Company expects you to work with high standards of discipline, integrity, initiative, efficiency and efficacy in all your assignments.

(d) You shall be eligible for maternity benefits as per Maternity Benefit Act 1961 as applicable

(e) As a member you shall conduct yourself in a manner so as to justify the trust and confidence reposed in you and act at all times in consistence with the position of responsibility you occupy.

(f) During your service, you wilfully acquaint with various laws, orders, notifications etc., of the Central, State and Local and/or other authority in force from time to time and other legislation affecting or concerning your area of work and you will ensure that the same are fully observed and complied with.

(g) You will abide by the rules and regulations of the Company and shall also comply with all organization policies that are in force from time to time.

(h) It is implied and understood that all facilities / benefits are attached to the service and stand automatically withdrawn with effect from the date you relinquish services/assignment in the Company on any account whatsoever. If a particular benefit is admissible on periodical basis, on your leaving and if by then you have drawn amount more than proportionately due to you, the excess amount drawn would be refunded or deducted out of the amount that may be due to you.

(i) The Company will have the right to correspondingly adjust your monthly remuneration against any amount that you may owe to the Company or to any customers before making the final payment to you.

(j) You shall be obliged to follow and will be governed by the work processes, technical standards, protocols and general instructions issued thereof, and service rules, employment practice of the Company as in force and/or amended from time to time.

(7) You acknowledge that during the course of your employment with the Company, you will become familiar with the Company's trade secrets and with other confidential information concerning the Company and its associates and related Companies and that your services will be of a special, unique and extraordinary value to the Company. You agree that during the term hereof, you shall not directly or indirectly own, manage, control, participate in, consult with, render services for, or engage in any business including on behalf of any family business or business by wife and close relatives competing with the businesses of the Company or its associates or related Companies. For the purpose of this

Agreement, the "businesses of the Company" shall mean Hospital which is into specialization of Obstetrics and Gynaecology, Paediatrics and IVF which the company operates now.

(8) You shall automatically retire from the services of the company on attaining the age of 58 years as per the date of birth in the company records.

(9) Your appointment is subject to your being medically sound and remaining medically fit during the term of employment.

You are requested to sign the duplicate copy of this letter, signifying your acceptance of the same, for our records

We welcome you to Rainbow Family and look for a long and mutually beneficial association

Yours faithfully,
For **Rainbow Children's Medicare Limited.**

Suman Kumar Cherukuri,
Vice President – Human Resources

Acceptance

I have read the contents of this appointment letter and fully understand the above term and conditions of my services and I accept the same without any reservations:

Hamzid Banu - M

Date: Signature of the candidate
Place: Guindy Hamzid Banu

Rainbow® Children's Hospital
It takes a lot to treat the little.

BirthRight™ BY RAINBOW HOSPITALS
Your Right to a Safe Delivery

Annexure – I

Employee ID : 603880
Name : Ms. Hamzid Banu
Grade : I
Band : I
Title : Intern
Role : Trainee

Component	Monthly Amount	Yearly Amount
Monthly Gross *	**10000**	
Benefits:Contribution by Organisation		
STIPEND	10000	120000
Cost To The Company(CTC)	10000	120000

The above remuneration is subject to the applicable Income Tax and other Laws.

For **Rainbow Children's Medicare Limited**

Suman Kumar Cherukuri,
Vice President – Human Resources

You are requested to sign the duplicate copy of this letter, signifying your acceptance of the same, for our records

Dr. Kamakshi
Memorial Hospitals Pvt. Ltd.

Certificate No. MC - 2128

GSTIN No. : 33AACCD1521C1ZK

DRKMH/AO/OCT/2022/372
Date: 17-10-2022

To

Ms. Harshavardhini Deenadayalan
Emp Id: 36812

Dear **Ms. Harshavardhini Deenadayalan**

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Staff Nurse - Trainee in Dr. Kamakshi Memorial Hospitals** with effect from 17-10-2022 on the following terms and conditions.

The terms and conditions of employment are as follows:

1. **Duties and Responsibilities**

- You shall be responsible for performing services for **our hospital** as assigned by the officials and employees who are designated with authority to do so, and such services shall be performed at locations designated by **our hospital** including but not limited to our **hospital's** client's offices.
- You shall not engage in any other business activity, nor shall you violate any law of the country such as to prejudice to your engagement or to the business of the client.
- You shall comply with all rules, regulations, and procedures of **our hospital** and at the client's place.
- You will be on probation for three months from the date of joining which may be extended at the sole discretion of the management.

2. **Compensation and Benefits**

- **Salary**

  You shall be paid a remuneration of **Rs:13500/-** (Rupees Thirteen Thousand Five Hundred Only) on or before the tenth day of each month for the services during the prior month, inclusive of all allowances our hospital may have to make. For part-month, the compensation shall be prorated.

  Professional Taxes would be deducted as per Government Rules.

#1, Radial Road, Pallikaranai, Chennai - 600 100. Tamilnadu, India.
☎ : +91-44 - 66 300 300 71 200 200 ✆ +91 - 8939 900 500 ✉ : info@drkmh.com 🌐 : www.drkmh.com

- **Leave Entitlement**

  You shall be enabled to 12 days leave per annum; this will be on pro-rata basis. You should seek the prior approval of our hospital before proceeding to take any leave. For part-month, the compensation shall be prorated, and your shift duration shall be 7/8/9 hours a day.

3. Non-performance

- The technical quality and performance of services by you will be consistent with the applicable professional and industry standard currently registered and with the specifications of **our hospital/client.** In case if you do not perform to the satisfaction of **our hospital/client** with the intention of getting the agreement/contract terminated, you shall be liable to pay liquidated damages as mentioned under clause 6 of this contract.

- You would be on **probation** for a period of **3 months** from the date of reporting. In case your performance is not up to the client's satisfaction during your probation, **our hospital** can cancel this agreement, and you shall not be liable to pay any compensation in this case.

- This offer to you is based on the information provided in your resume, interview etc. if any information provided by you is found to be incorrect at any point of time **our hospital** may decide to terminate your contract with immediate effect.

4. Confidentiality

- You shall strictly adhere to treat any business and/or technical information which you learn as proprietary or confidential, you should not disclose such proprietary and confidential information to any third party for any reason unless previously approved in writing by **our hospital** such business and technical information shall include without limitation all computer programs and programming, software products, services, code designs, flow charts and any other work product (whether developed by **our hospital** or obtained by its clients from third parties) and any business plans, customer lists, projects, resources, sales figures and other financial information.

- Upon the conclusion of your employment, you should promptly return all the documents and information to **our hospital/client.**

5. Non-Competition and Non-Solicitation

- For a period of 12 months following the termination of your employment for whatever reason, you shall not either on your own behalf or on behalf of any other person, firm or corporation compete or endeavor to compete with **our hospital** directly or indirectly solicit or endeavor to solicit or obtain the business of any person, firm or corporation that is a client of **our hospital** or otherwise deal in any manner adverse to **our hospital.**

- You shall not directly or indirectly induce or solicit any of the **hospital's** employees to terminate his or her employment with **our hospital** and to engage in competitive business.

- You shall not undertake employment with or offer your services to **our hospital's** customers, without written consent form **our hospital.**

- In the event if you breach clause 5 herein, **our hospital** shall be entitled to injunctive relief and claim damages from you for all loss in business suffered by **our hospital** as consequences thereof.

6.Termination of Employment

- Except in the event of termination by **our hospital** for your willful misconduct, unsatisfactory performance and act of dishonesty, insubordination and negligence or conviction of any court of law for any criminal offence, **our** hospital will provide you 30 days advance notice/immediate termination of employment. Management may take such action or decision as it deems fit in its sole discretion.

- You likewise will provide **our hospital** with **90 days** advance notice of your resignation from employment and submit sign-off from the respective HOD & HR Manager as the case may be.

- In the event that you breach the terms of resignation, notice or any other provisions of this Agreement, quit your employment, you will pay **our hospital** the amount equivalent to **60 days** as liquidated damages. However, resignation is acceptable only after **2 years** from the joining date.

- In all the above cases, you will obtain a sign-off from the client, regarding your completion of the project and proper handing over of the project to the concerned person.

Please sign the duplicate copy of this letter on each page and return the same as token of your acceptance of the terms and conditions detailed in this letter.

Wishing you a rewarding career with Dr. Kamakshi Memorial Hospital and welcome you to our Pursuit of Excellence.

For Dr. Kamakshi Memorial Hospitals Pvt Ltd,

Abirama Valli S
Manager- HR

SREE BALAJI MEDICAL COLLEGE & HOSPITAL
A constituent college of
BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Declared as Deemed to be University under section 3 of UGC Act, 1956)
(Vide Notification No.F.9-5/2000-U.3,Ministry of Human Resource Development, Govt. of India, dated 4th July, 2002)

Phone: 044-42911000, 044-22412018
Website: www.sbmch.ac.in

7, Works Road, Chromepet,
Chennai 600 044,Tamil Nadu

L. Dis. No. 6221/SBMCH/202 2 ***Date: 05-09-2022***

To whome so ever may concern

This is to certify that ***J.REGINA MARGRET VIMALA*** *working as Staff Nurse in the Department Qf Casualty at* ***SREE BALAJI MEDICAL COLLEGE & HOSPITAL, Chromepet, Chennai -600 044*** *with effect from 05.09.2022 to till date.*

This certificate has been issued based on the request made by the Employee. During the above

DEAN

DEAN
Sree Balaji Medical College & Hospital
No. 7, Works Road, Chromepet,
Chennai-600 044.

SREE BALAJI MEDICAL COLLEGE & HOSPITAL
A constituent college of
BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Declared as Deemed to be University under section 3 of UGC Act, 1956)
(Vide Notification No.F.9-5/2000-U.3,Ministry of Human Resource Development, Govt. of India, dated 4th July, 2002)

Phone: 044-42911000, 044-22412018
Website: www.sbmch.ac.in
7, Works Road, Chromepet,
Chennai 600 044,Tamil Nadu

L. Dis. No. 31561/SBMCH/202 2 ***Date: 02-09-2022***

To whome so ever may concern

*This is to certify **JAYANTHI T** working as Staff Nurse in the Department Qf Casualty at **SREE BALAJI MEDICAL COLLEGE & HOSPITAL, Chromepet, Chennai - 600 044** with effect from 02.09.2022 to till date.*

This certificate has been issued based on the request made by the Employee.

During the above

DEAN

DEAN
Sree Balaji Medical College & Hospital
No. 7, Works Road, Chromepet,
Chennai-600 044.

SREE BALAJI MEDICAL COLLEGE & HOSPITAL
A constituent college of
BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Declared as Deemed to be University under section 3 of UGC Act, 1956)
(Vide Notification No.F.9-5/2000-U.3,Ministry of Human Resource Development, Govt. of India, dated 4th July, 2002)

Phone: 044-42911000, 044-22412018
Website: www.sbmch.ac.in

7, Works Road, Chromepet,
Chennai 600 044,Tamil Nadu

L. Dis. No. 11561/SBMCH/202 2 ***Date: 02-09-2022***

To whome so ever may concern

*This is to certify **JOTHIKA E** working as Staff Nurse in the Department Qf Casualty at **SREE BALAJI MEDICAL COLLEGE & HOSPITAL, Chromepet, Chennai -600 044** with effect from 02.09.2022 to till date.*

This certificate has been issued based on the request made by the Employee. During the above

DEAN

DEAN
Sree Balaji Medical College & Hospital
No. 7, Works Road, Chromepet,
Chennai-600 044.

SREE BALAJI MEDICAL COLLEGE & HOSPITAL
A constituent college of
BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Declared as Deemed to be University under section 3 of UGC Act, 1956)
(Vide Notification No.F.9-5/2000-U.3,Ministry of Human Resource Development, Govt. of India, dated 4th July, 2002)

Phone: 044-42911000, 044-22412018
Website: www.sbmch.ac.in

7, Works Road, Chromepet,
Chennai 600 044,Tamil Nadu

L. Dis. No. 16421/SBMCH/202 2 ***Date: 02-09-2022***

To whome so ever may concern

*This is to certify **KALPANA R** working as Staff Nurse in the Department Qf Casualty at **SREE BALAJI MEDICAL COLLEGE & HOSPITAL, Chromepet, Chennai -600 044** with effect from 02.09.2022 to till date.*

This certificate has been issued based on the request made by the Employee. During the above

DEAN

DEAN
Sree Balaji Medical College & Hospital
No. 7, Works Road, Chromepet,
Chennai-600 044.

11th September 2022

Ms. Kaviya B,
Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Ms. Kaviya B,

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased to designate you as **Nurse Associate** under Professional Enrichment Training (PET) Program commencing **from 14th September 2022 for the period of 06 Months (thereafter will be brought Onroll based on your performance and mandatory submission of Nursing Registration Certificate)** in the **Department of Nursing**. Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additional working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

As one of the learning members of the Professional Enrichment Training (PET), you are not eligible to claim any financial benefits as applicable to the other full-time employees of the organization for staying back in excess of the normal Training hours during this practical training period.

EID : T0671 – Kaviya B

Once you have been taken Onroll, you will be designated as Staff Nurse and your salary will be revised as per the slab. You will be eligible for allowances following your confirmation which will be done after your six months' probation starting from your Date of Joining.

During the training period you shall be paid a **sum of Rs. 14000/-** and you will be governed by the training regulations and other general policies as applicable to the hospital. A Sum of amount Rs.3000/-(Three Thousand Only) will be deducted from your first month salary as deposit towards your uniform.

In the course of Professional Enrichment Training (PET) and while performing your assignments and servicing the patients, as part of the programme you shall have an access to personal information of the patients and other confidential / sensitive data of the diseases profile with treatment protocol etc. You are required maintain highest order of confidentiality of the information known to you.

As you are aware of the facts that program is an exclusive customized design module to enrich the professional skills of the qualified / registered professionals like you in the field of health care with a reasonable investment by the management and enormous pre-allotted time of the senior professionals to provide training as expected as "On the Job Training". Therefore, you are expected to complete the entire duration of the training period. You may only leave earlier if it is agreeable to your training in-charge and in this case, notice must be given not less than 4 weeks before your desired last day of the programme, with appropriate reason to discontinue to the programme, failing which the management reserves the right to recover the training cost.

After successful completion of the Non-Employment Professional Enrichment Training (PET) period, you may be considered for regularization subject to the vacancies or extension of further training period as required.

Please note that during the Non-Employment Professional Enrichment Training (PET), you shall be governed by the general terms of Non-Disclosure, Non-Compete, Non solicitation and other Code of Conduct in order maintain high order of operating standards. In case of any report on disciplinary conventions or violations of any code of conduct, based on the recommendation of the program coordinator or the training in-charge you will be suspended with no notice.

EID : T0671 – Kaviya B

During the course of your training period, you will devote all your time exclusively towards learning and enhancing your skills as requested by you and handle the Hospital equipment's with appropriate care and under the supervision of the seniors. In case of any damages due to your negligence, the Hospital shall be recovering the cost after the due enquiry process

During the Professional Enrichment Training (PET) Programme, period you will be eligible to request for leaves to the Programme in charge as per the terms of the programme.

As it is agreed that it is a Propitiatory Training Design Module of the Hospital to enhance the professional skills of the qualified / trained / and registered professionals in order to provide advanced training in the field of health care on voluntary request of the participant member and not as an employment or pre-employment part and under all circumstances it is agreed to be treated as Non Employment Professional Enrichment Training (PET) with limited obligation to provide Training and other assistance to the members including some benefits as applicable.

If the foregoing terms and conditions are acceptable to you, you may please sign this letter in token of acceptance thereof and return it to us.

With Best Wishes,

For Dr. Rela Institute & Medical Centre,

DR. RELA INSTITUTE & MEDICAL CENTRE Human Resources Department Chromepet Chennai-44

Dr. Ilankumaran Kaliamoorthy. FRCA

Chief Executive Officer

I have gone through the above Offer and Accept it:

Name: _____ Signature: _____ Date: _____

EID : T0671 – Kaviya B

1st October 2022

Ms. Keerthana T
Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Ms. Keerthana T,

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased to designate you as **Nurse Associate** under Professional Enrichment Training (PET) Program commencing **from 3rd October 2022 for the period of 06 Months (thereafter will be brought Onroll based on your performance and mandatory submission of Nursing Registration Certificate)** in the **Department of Nursing**. Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additional working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

As one of the learning members of the Professional Enrichment Training (PET), you are not eligible to claim any financial benefits as applicable to the other full-time employees of the organization for staying back in excess of the normal Training hours during this practical training period.

EID: Keerthana T – T0678

Once you have been taken Onroll, you will be designated as Staff Nurse and your salary will be revised as per the slab. You will be eligible for allowances following your confirmation which will be done after your six months' probation starting from your Date of Joining.

During the training period you shall be paid a **sum of Rs. 14000/-** and you will be governed by the training regulations and other general policies as applicable to the hospital. A Sum of amount Rs.3000/-(Three Thousand Only) will be deducted from your first month salary as deposit towards your uniform.

In the course of Professional Enrichment Training (PET) and while performing your assignments and servicing the patients, as part of the programme you shall have an access to personal information of the patients and other confidential / sensitive data of the diseases profile with treatment protocol etc. You are required maintain highest order of confidentiality of the information known to you.

As you are aware of the facts that program is an exclusive customized design module to enrich the professional skills of the qualified / registered professionals like you in the field of health care with a reasonable investment by the management and enormous pre-allotted time of the senior professionals to provide training as expected as "On the Job Training". Therefore, you are expected to complete the entire duration of the training period. You may only leave earlier if it is agreeable to your training in-charge and in this case, notice must be given not less than 4 weeks before your desired last day of the programme, with appropriate reason to discontinue to the programme, failing which the management reserves the right to recover the training cost.

After successful completion of the Non-Employment Professional Enrichment Training (PET) period, you may be considered for regularization subject to the vacancies or extension of further training period as required.

Please note that during the Non-Employment Professional Enrichment Training (PET), you shall be governed by the general terms of Non-Disclosure, Non-Compete, Non solicitation and other Code of Conduct in order maintain high order of operating standards. In case of any report on disciplinary conventions or violations of any code of conduct, based on the recommendation of the program coordinator or the training in-charge you will be suspended with no notice.

EID: Keerthana T – T0678

During the course of your training period, you will devote all your time exclusively towards learning and enhancing your skills as requested by you and handle the Hospital equipment's with appropriate care and under the supervision of the seniors. In case of any damages due to your negligence, the Hospital shall be recovering the cost after the due enquiry process

During the Professional Enrichment Training (PET) Programme, period you will be eligible to request for leaves to the Programme in charge as per the terms of the programme.

As it is agreed that it is a Propitiatory Training Design Module of the Hospital to enhance the professional skills of the qualified / trained / and registered professionals in order to provide advanced training in the field of health care on voluntary request of the participant member and not as an employment or pre-employment part and under all circumstances it is agreed to be treated as Non Employment Professional Enrichment Training (PET) with limited obligation to provide Training and other assistance to the members including some benefits as applicable.

If the foregoing terms and conditions are acceptable to you, you may please sign this letter in token of acceptance thereof and return it to us.

With Best Wishes,

For Dr. Rela Institute & Medical Centre,

Dr. RELA INSTITUTE & MEDICAL CENTRE Human Resources Development Chromepet Chennai-44

Dr. Ilankumaran Kaliamoorthy. FRCA

Chief Executive Officer

I have gone through the above Offer and Accept it:

Name: _____ Signature: _____ Date: _____

EID: Keerthana T – T0678

15th October 2022

Ms. Leemarose M
Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Ms. Leemarose M,

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased to designate you as **Nurse Associate** under Professional Enrichment Training (PET) Program commencing **from 17th October 2022 for the period of 06 Months (thereafter will be brought Onroll based on your performance and mandatory submission of Nursing Registration Certificate)** in the **Department of Nursing**. Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additional working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

As one of the learning members of the Professional Enrichment Training (PET), you are not eligible to claim any financial benefits as applicable to the other full-time employees of the organization for staying back in excess of the normal Training hours during this practical training period.

EID: Leemarose M – T0686

Once you have been taken Onroll, you will be designated as Staff Nurse and your salary will be revised as per the slab. You will be eligible for allowances following your confirmation which will be done after your six months' probation starting from your Date of Joining.

During the training period you shall be paid a **sum of Rs. 14000/-** and you will be governed by the training regulations and other general policies as applicable to the hospital. A Sum of amount Rs.3000/-(Three Thousand Only) will be deducted from your first month salary as deposit towards your uniform.

In the course of Professional Enrichment Training (PET) and while performing your assignments and servicing the patients, as part of the programme you shall have an access to personal information of the patients and other confidential / sensitive data of the diseases profile with treatment protocol etc. You are required maintain highest order of confidentiality of the information known to you.

As you are aware of the facts that program is an exclusive customized design module to enrich the professional skills of the qualified / registered professionals like you in the field of health care with a reasonable investment by the management and enormous pre-allotted time of the senior professionals to provide training as expected as "On the Job Training". Therefore, you are expected to complete the entire duration of the training period. You may only leave earlier if it is agreeable to your training in-charge and in this case, notice must be given not less than 4 weeks before your desired last day of the programme, with appropriate reason to discontinue to the programme, failing which the management reserves the right to recover the training cost.

After successful completion of the Non-Employment Professional Enrichment Training (PET) period, you may be considered for regularization subject to the vacancies or extension of further training period as required.

Please note that during the Non-Employment Professional Enrichment Training (PET), you shall be governed by the general terms of Non-Disclosure, Non-Compete, Non solicitation and other Code of Conduct in order maintain high order of operating standards. In case of any report on disciplinary conventions or violations of any code of conduct, based on the recommendation of the program coordinator or the training in-charge you will be suspended with no notice.

EID: Leemarose M – T0686

During the course of your training period, you will devote all your time exclusively towards learning and enhancing your skills as requested by you and handle the Hospital equipment's with appropriate care and under the supervision of the seniors. In case of any damages due to your negligence, the Hospital shall be recovering the cost after the due enquiry process

During the Professional Enrichment Training (PET) Programme, period you will be eligible to request for leaves to the Programme in charge as per the terms of the programme.

As it is agreed that it is a Propitiatory Training Design Module of the Hospital to enhance the professional skills of the qualified / trained / and registered professionals in order to provide advanced training in the field of health care on voluntary request of the participant member and not as an employment or pre-employment part and under all circumstances it is agreed to be treated as Non Employment Professional Enrichment Training (PET) with limited obligation to provide Training and other assistance to the members including some benefits as applicable.

If the foregoing terms and conditions are acceptable to you, you may please sign this letter in token of acceptance thereof and return it to us.

With Best Wishes,

For Dr. Rela Institute & Medical Centre,

Dr. Rela Institute & Medical Centre Human Resources Development Chromepet Chennai-44

Dr. Ilankumaran Kaliamoorthy. FRCA

Chief Executive Officer

I have gone through the above Offer and Accept it:

Name: _____ Signature: _____ Date: _____

EID: Leemarose M – T0686

Dr. KAMAKSHI
MEMORIAL HOSPITALS

12-10-2022

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **LILLY ANANDHI P** Working as a staff Nurse in EMERGENCY AND TRAUMA CARE **Dr. KANAKSHI MEMORIAL HOSPITAL,** A DIVISION OF KMH PRIVATE LIMITED (200 bedded Hospital, PALLIARANAI, , Chennai) from – 12-10 -2022 to till date.

She is well versed in all monitoring skills needed in the EMERGENCY AND TRAUMA CARE. He has pleasant manner courtesy and get along well with his colleagues. She is honest, soft spoken compassionate towards patients. She has excellent character and conduct.

I wish his well in future Endeavour.

For Dr.Kamakshi Memorial Hospital Pvt.Ltd.,

Authorised Signatory

NO: 1, RADIAL ROAD, PALLIKARANAI, CHENNAI 600100, PHONE: 91-44-66300, 71200200, 8939900500, info@drkmh.com

PARVATHY HOSPITAL

5th OCTOBER 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that MALATHI S has been working as *Staff Nurse* - **OT** in the department of Nursing at Parvathy Ortho Hospital Pvt Ltd since ie OCTOBER 2022 to **till date.**

This certificate has been issued based on the request made by the Employee.

For Parvathy Ortho Hospital Pvt. Ltd.,

PARVATHY ORTHO HOSPITAL PVT. LTD. CHENNAI 600044

Murugappan.N

GM - HR

#241, G.S.T Main Road. Chromepet, Chennai - 600 044
T +91 44 2238 2248 /2748 /0828 **F** +9144 2238 3456 W www.parvathyhospital.com

Billroth Hospitals
R.A. Puram

52, Second Main Road, R.A.Puram
Chennai-28, Phone : 2464 1111 (10 Lines)

TEMPORARY IDENTITY CA

Name : MS. MONISHA. I
Designation : NURSING ASSOCIATE
Department : NURSING / 50337
D.O. Issuing : 26-10-2022
Signature of Employee : Monisha
Authorised Signature

02 nd September 2022

NAGOMI FATIMA V
Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Mr./Ms.

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased accept you as a member of Professional Enrichment Training (PET) Program commencing **from 02 September 2022 for the period of 01 year** in the **Department of Nursing.** Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additional working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

02 nd September 2022

NEHA TUTTY
Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Mr./Ms.

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased accept you as a member of Professional Enrichment Training (PET) Program commencing **from 02 September 2022 for the period of 01 year** in the **Department of Nursing.** Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additional working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

01 nd OCTOBER 2022

NISHA PRASAD
Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Mr./Ms.

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased accept you as a member of Professional Enrichment Training (PET) Program commencing **from 01 October 2022 for the period of 01 year** in the **Department of Nursing.** Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additional working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

01st OCTOBER 2022

NISHEDA L
Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Mr./Ms.

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased accept you as a member of Professional Enrichment Training (PET) Program commencing **from 01 October 2022 for the period of 01 year** in the **Department of Nursing.** Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additional working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

1st October 2022

PAYAL.R.BHATT
Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Mr./Ms.

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased accept you as a member of Professional Enrichment Training (PET) Program commencing **from 1st October 2022 for the period of 01 year** in the **Department of Nursing.** Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additional working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

SREE BALAJI MEDICAL COLLEGE & HOSPITAL
A constituent college of
BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Declared as Deemed to be University under section 3 of UGC Act, 1956)
(Vide Notification No.F.9-5/2000-U.3,Ministry of Human Resource Development, Govt. of India, dated 4th July, 2002)

Phone: 044-42911000, 044-22412018
Website: www.sbmch.ac.in

7, Works Road, Chromepet,
Chennai 600 044,Tamil Nadu

L. Dis. No. 2475/SBMCH/202 2 ***Date: 01-08-2022***

To whome so ever may concern

This is to certify that ***POOJA.R.BHATT*** *working as Staff Nurse in the Department Qf Casualty at* ***SREE BALAJI MEDICAL COLLEGE & HOSPITAL, Chromepet, Chennai -600 044*** *with effect from 01.08.2022 to till date.*

This certificate has been issued based on the request made by the Employee. During the above

DEAN

DEAN
Sree Balaji Medical College & Hospital
No. 7, Works Road, Chromepet,
Chennai-600 044.

1st October 2022

Ms. Pradeepa D
Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Ms. Pradeepa D,

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased to designate you as **Nurse Associate** under Professional Enrichment Training (PET) Program commencing **from 3rd October 2022 for the period of 06 Months (thereafter will be brought Onroll based on your performance and mandatory submission of Nursing Registration Certificate)** in the **Department of Nursing**. Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additional working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

As one of the learning members of the Professional Enrichment Training (PET), you are not eligible to claim any financial benefits as applicable to the other full-time employees of the organization for staying back in excess of the normal Training hours during this practical training period.

EID: Pradeepa D – T0677

Once you have been taken Onroll, you will be designated as Staff Nurse and your salary will be revised as per the slab. You will be eligible for allowances following your confirmation which will be done after your six months' probation starting from your Date of Joining.

During the training period you shall be paid a **sum of Rs. 14000/-** and you will be governed by the training regulations and other general policies as applicable to the hospital. A Sum of amount Rs.3000/-(Three Thousand Only) will be deducted from your first month salary as deposit towards your uniform.

In the course of Professional Enrichment Training (PET) and while performing your assignments and servicing the patients, as part of the programme you shall have an access to personal information of the patients and other confidential / sensitive data of the diseases profile with treatment protocol etc. You are required maintain highest order of confidentiality of the information known to you.

As you are aware of the facts that program is an exclusive customized design module to enrich the professional skills of the qualified / registered professionals like you in the field of health care with a reasonable investment by the management and enormous pre-allotted time of the senior professionals to provide training as expected as "On the Job Training". Therefore, you are expected to complete the entire duration of the training period. You may only leave earlier if it is agreeable to your training in-charge and in this case, notice must be given not less than 4 weeks before your desired last day of the programme, with appropriate reason to discontinue to the programme, failing which the management reserves the right to recover the training cost.

After successful completion of the Non-Employment Professional Enrichment Training (PET) period, you may be considered for regularization subject to the vacancies or extension of further training period as required.

Please note that during the Non-Employment Professional Enrichment Training (PET), you shall be governed by the general terms of Non-Disclosure, Non-Compete, Non solicitation and other Code of Conduct in order maintain high order of operating standards. In case of any report on disciplinary conventions or violations of any code of conduct, based on the recommendation of the program coordinator or the training in-charge you will be suspended with no notice.

EID: Pradeepa D – T0677

During the course of your training period, you will devote all your time exclusively towards learning and enhancing your skills as requested by you and handle the Hospital equipment's with appropriate care and under the supervision of the seniors. In case of any damages due to your negligence, the Hospital shall be recovering the cost after the due enquiry process

During the Professional Enrichment Training (PET) Programme, period you will be eligible to request for leaves to the Programme in charge as per the terms of the programme.

As it is agreed that it is a Propitiatory Training Design Module of the Hospital to enhance the professional skills of the qualified / trained / and registered professionals in order to provide advanced training in the field of health care on voluntary request of the participant member and not as an employment or pre-employment part and under all circumstances it is agreed to be treated as Non Employment Professional Enrichment Training (PET) with limited obligation to provide Training and other assistance to the members including some benefits as applicable.

If the foregoing terms and conditions are acceptable to you, you may please sign this letter in token of acceptance thereof and return it to us.

With Best Wishes,

For Dr. Rela Institute & Medical Centre,

DR. RELA INSTITUTE & MEDICAL CENTRE
Human Resources Department
Chromepet
Chennai-44

Dr. Ilankumaran Kaliamoorthy. FRCA

Chief Executive Officer

I have gone through the above Offer and Accept it:

Name: _____ Signature: _____ Date: _____

EID: Pradeepa D – T0677

Hindu Mission Hospital

President
Sriniveisinn K Swum
Secretary
Sri.D.K.SrinivosanP
odmoShri Awardee

01.10.2022

TO WHOM SO EVER IT MAY CONCERN

This is to certify That **PRASANNA JASMINE P** is working at Hindu Mission Hospital **as a** Staff Nurse since **01/10/2022. She** is drawing the payment of **Rs 18,000/- (rupees eighteen thousand rupees only) per month.**

For HINDU MISSION HOSPITAL

D.K. SRINIVASAN
Secretary

NABH / NABL Accredited Hospital
No: 103, G.S.T Road, Tambaram West, Chennai - 600 045
Ph: 044 - 2226 2244 | 2226 5533
Email: hmh@dataone.in / hmhoffice@gmail.com
Website: www.hindumissionhospital.in

Hindu Mission Hospital

President
Sriniveisinn K Swum
Secretary
Sri.D.K.SrinivosanP
odmoShri Awardee

01.10.2022

TO WHOM SO EVER IT MAY CONCERN

This is to certify That **PUGALENDHI S** is working at Hindu Mission Hospital **as a** Staff Nurse since **01/10/2022. She** is drawing the payment of **Rs 18,000/- (rupees eighteen thousand rupees only) per month.**

For HINDU MISSION HOSPITAL

D.K. SRINIVASAN
Secretary

NABH / NABL Accredited Hospital
No: 103, G.S.T Road, Tambaram West, Chennai - 600 045
Ph: 044 - 2226 2244 | 2226 5533
Email: hmh@dataone.in / hmhoffice@gmail.com
Website: www.hindumissionhospital.in

1st September 2022

R.BHAVANI
Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Mr./Ms.

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased accept you as a member of Professional Enrichment Training (PET) Program commencing **from 1st September 2022 for the period of 01 year** in the **Department of Nursing.** Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additional working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

SREE BALAJI MEDICAL COLLEGE & HOSPITAL
A constituent college of
BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Declared as Deemed to be University under section 3 of UGC Act, 1956)
(Vide Notification No.F.9-5/2000-U.3,Ministry of Human Resource Development, Govt. of India, dated 4th July, 2002)

Phone: 044-42911000, 044-22412018
Website: www.sbmch.ac.in

7, Works Road, Chromepet,
Chennai 600 044,Tamil Nadu

L. Dis. No. 21421/SBMCH/202 2 ***Date: 01-08-2022***

To whome so ever may concern

This is to certify that ***R.DHIVYA*** *working as Staff Nurse in the Department Qf Casualty at* ***SREE BALAJI MEDICAL COLLEGE & HOSPITAL, Chromepet, Chennai -600 044*** *with effect from 01.08.2022 to till date.*

This certificate has been issued based on the request made by the Employee.

During the above

DEAN

DEAN
Sree Balaji Medical College & Hospital
No. 7, Works Road, Chromepet,
Chennai-600 044.

SREE BALAJI MEDICAL COLLEGE & HOSPITAL
A constituent college of
BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Declared as Deemed to be University under section 3 of UGC Act, 1956)
(Vide Notification No.F.9-5/2000-U.3,Ministry of Human Resource Development, Govt. of India, dated 4th July, 2002)

Phone: 044-42911000, 044-22412018
Website: www.sbmch.ac.in

7, Works Road, Chromepet,
Chennai 600 044,Tamil Nadu

L. Dis. No. 31421/SBMCH/202 2 ***Date: 05-09-2022***

To whome so ever may concern

This is to certify that ***SARANYA Y*** *working as Staff Nurse in the Department Qf Casualty at* ***SREE BALAJI MEDICAL COLLEGE & HOSPITAL, Chromepet, Chennai -600 044*** *with effect from 05.09.2022 to till date.*

This certificate has been issued based on the request made by the Employee. During the above

DEAN

DEAN
Sree Balaji Medical College & Hospital
No. 7, Works Road, Chromepet,
Chennai-600 044.

PARVATHY HOSPITAL

5th OCTOBER 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that SARANYA P has been working as *Staff Nurse* - **OT** in the department of Nursing at Parvathy Ortho Hospital Pvt Ltd since ie OCTOBER 2022 to **till date.**

This certificate has been issued based on the request made by the Employee.

For Parvathy Ortho Hospital Pvt. Ltd.,

PARVATHY ORTHO HOSPITAL PVT. LTD. CHENNAI 600044

Murugappan.N

GM - HR

#241, G.S.T Main Road. Chromepet, Chennai - 600 044
T +91 44 2238 2248 /2748 /0828 **F** +9144 2238 3456 W www.parvathyhospital.com

15th October 2022

Ms. Saranya R
Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Ms. Saranya R,

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased to designate you as **Nurse Associate** under Professional Enrichment Training (PET) Program commencing **from 17th October 2022 for the period of 06 Months (thereafter will be brought Onroll based on your performance and mandatory submission of Nursing Registration Certificate)** in the **Department of Nursing**. Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additional working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

As one of the learning members of the Professional Enrichment Training (PET), you are not eligible to claim any financial benefits as applicable to the other full-time employees of the organization for staying back in excess of the normal Training hours during this practical training period.

EID: Saranya R – T0685

Once you have been taken Onroll, you will be designated as Staff Nurse and your salary will be revised as per the slab. You will be eligible for allowances following your confirmation which will be done after your six months' probation starting from your Date of Joining.

During the training period you shall be paid a **sum of Rs. 14000/-** and you will be governed by the training regulations and other general policies as applicable to the hospital. A Sum of amount Rs.3000/-(Three Thousand Only) will be deducted from your first month salary as deposit towards your uniform.

In the course of Professional Enrichment Training (PET) and while performing your assignments and servicing the patients, as part of the programme you shall have an access to personal information of the patients and other confidential / sensitive data of the diseases profile with treatment protocol etc. You are required maintain highest order of confidentiality of the information known to you.

As you are aware of the facts that program is an exclusive customized design module to enrich the professional skills of the qualified / registered professionals like you in the field of health care with a reasonable investment by the management and enormous pre-allotted time of the senior professionals to provide training as expected as "On the Job Training". Therefore, you are expected to complete the entire duration of the training period. You may only leave earlier if it is agreeable to your training in-charge and in this case, notice must be given not less than 4 weeks before your desired last day of the programme, with appropriate reason to discontinue to the programme, failing which the management reserves the right to recover the training cost.

After successful completion of the Non-Employment Professional Enrichment Training (PET) period, you may be considered for regularization subject to the vacancies or extension of further training period as required.

Please note that during the Non-Employment Professional Enrichment Training (PET), you shall be governed by the general terms of Non-Disclosure, Non-Compete, Non solicitation and other Code of Conduct in order maintain high order of operating standards. In case of any report on disciplinary conventions or violations of any code of conduct, based on the recommendation of the program coordinator or the training in-charge you will be suspended with no notice.

EID: Saranya R – T0685

During the course of your training period, you will devote all your time exclusively towards learning and enhancing your skills as requested by you and handle the Hospital equipment's with appropriate care and under the supervision of the seniors. In case of any damages due to your negligence, the Hospital shall be recovering the cost after the due enquiry process

During the Professional Enrichment Training (PET) Programme, period you will be eligible to request for leaves to the Programme in charge as per the terms of the programme.

As it is agreed that it is a Propitiatory Training Design Module of the Hospital to enhance the professional skills of the qualified / trained / and registered professionals in order to provide advanced training in the field of health care on voluntary request of the participant member and not as an employment or pre-employment part and under all circumstances it is agreed to be treated as Non Employment Professional Enrichment Training (PET) with limited obligation to provide Training and other assistance to the members including some benefits as applicable.

If the foregoing terms and conditions are acceptable to you, you may please sign this letter in token of acceptance thereof and return it to us.

With Best Wishes,

For Dr. Rela Institute & Medical Centre,

DR. RELA INSTITUTE & MEDICAL CENTRE Human Resources Department Chrompet Chennai-44

Dr. Ilankumaran Kaliamoorthy. FRCA

Chief Executive Officer

I have gone through the above Offer and Accept it:

Name: _____ Signature: _____ Date: _____

EID: Saranya R – T0685

PARVATHY HOSPITAL

5th September 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **SAVITHIRI M** has been working as *Staff Nurse* - **OT** in the department of Nursing at Parvathy Ortho Hospital Pvt Ltd since September 2022 to **till date.**

This certificate has been issued based on the request made by the Employee.

For Parvathy Ortho Hospital Pvt. Ltd.,

PARVATHY ORTHO HOSPITAL PVT. LTD. CHENNAI 600044

Murugappan.N

GM - HR

#241, G.S.T Main Road. Chromepet, Chennai - 600 044
T +91 44 2238 2248 /2748 /0828 **F** +9144 2238 3456 W www.parvathyhospital.com

SREE BALAJI MEDICAL COLLEGE & HOSPITAL
A constituent college of
BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Declared as Deemed to be University under section 3 of UGC Act, 1956)
(Vide Notification No.F.9-5/2000-U.3,Ministry of Human Resource Development, Govt. of India, dated 4th July, 2002)

Phone: 044-42911000, 044-22412018
Website: www.sbmch.ac.in

7, Works Road, Chromepet,
Chennai 600 044,Tamil Nadu

L. Dis. No. 32221/SBMCH/202 2 ***Date: 01-09-2022***

To whome so ever may concern

This is to certify that ***SEENIVASAGAN R*** *working as Staff Nurse in the Department Qf Casualty at* ***SREE BALAJI MEDICAL COLLEGE & HOSPITAL, Chromepet, Chennai -600 044*** *with effect from 01.09.2022 to till date.*

This certificate has been issued based on the request made by the Employee. During the above

DEAN

DEAN
Sree Balaji Medical College & Hospital
No. 7, Works Road, Chromepet,
Chennai-600 044.

21-Sep-2022

Ms.Shanmuga Priya G,
No.114,4th Cross Street,,
Chrompet,Chennai-44.,
.

Appointment Letter

Dear Ms.Shanmuga Priya G,

We have pleasure in appointing you as per details given below with effective 21-Sep-2022 on the following terms and conditions.

Grade : I
Band : I
Title : Intern
Role : Trainee

1.Duties & Responsibilities:

(a) Your reporting and responsibilities will be advised to you by your Departmental Head or any person nominated by him/her and will change from time to time based on the needs of the Company.

2.Reporting & Place of Posting:

(a) You will be initially posted at Guindy office / Unit however, your services are transferable to any Section/Department, Location, Office, Associate or Sister concern or Subsidiary at any place in India or abroad, whether existing today or which may come up in future, at any time at the sole discretion of Management with or without change in the compensation. In such case, you will be governed by the terms and conditions of the services applicable to new placement/location.

3.Remuneration:

(a) You remuneration is attached herewith as an Annexure I. The same is subject to the applicable Income Tax and other Laws.

(b) All matters pertaining to your appointment and compensation are strictly confidential in nature and it should be treated as such.

4. Probation:

(a) You will be on probation for a period of Six months from the date of your joining. The probation period may be extended for such term as may be considered appropriate by the Management. Upon satisfactory completion of your probation, your services will be confirmed by written order with the Company.

(b) During the probationary period and any extension thereof, your services may be terminated without notice or assigning any reason. However, during your probation you are required to give one month notice in case you want to terminate your services.

5. Separation:

(a) On confirmation, the services can be terminated from either side by giving 30 days or salary in lieu thereof. However, the management reserves the right to relieve you on your resignation based on the merits.

(b) The management reserves the right to terminate your services with 24hrs notice or without any notice in case of any non-performance, non-committed attitude, sudden change of interest, unethical practices, breach of code of conduct policy or any policy of the Company without any compensation.

(c) This appointment letter is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice and compensation. Upon termination of employment (in any scenario), you will also return all company property, which may be in your possession.

6. Others

(a) You will maintain due confidentiality on the work and methods of the Company and recognize that it has proprietary rights over its ideas, methods and practices. You will not give out to anyone by word of mouth or otherwise, particulars or details of our activities, know-how, security arrangements, administration and organization concerning the technology, trade secrets, marketing and business information relating to the works and business of the Company or any of our affiliated or associates, which will be your personal privilege to know by virtue of your being associated with the organization.

(b) During the term hereof, you (a) shall have access to, be privy to, come to know of and/or obtain possession of confidential and proprietary information of/pertaining to Rainbow Children's Medicare Limited, which information shall, without limitation mean and include, commercial and financial information, current and contemplated business plans and forecasts, marketing plans, information relating to current and contemplated research and development activities, information not available in public domain, trade secrets, information relating to business and operating procedures, medical records, patient records and data and such other information to which you would not have access to but for the current agreement/engagement with Rainbow Children's Medicare Limited; and (b) you may be privy to or have access to unpublished price sensitive information regarding Rainbow Children's Medicare Limited as defined in the Securities and Exchange Board Of India (Prohibition Of Insider Trading) Regulations, 1992, as amended from time to time ("SEBI Regulations"). The information mentioned in sub-Clauses (a) and (b) is hereinafter referred to as "Confidential Information". You hereby undertake to (i) hold all Confidential Information strictly confidential and utilize the same solely for the purposes hereof, (ii) not disclose any Confidential information to any third party, agent or affiliate, whether directly or indirectly, for any purpose whatsoever; (iii) protect Confidential Information by using the highest degree of care and highest security precautions, to prevent the unauthorized use, dissemination, or publication of the Confidential Information; (iv) return all originals, copies, reproductions and summaries of Confidential Information in its control as and when requested by Rainbow Children's Medicare Limited; (v) notify Rainbow Children's Medicare Limited, immediately upon discovery of any breach of its obligations under this Agreement and to co-

operate in every reasonable way to help Rainbow Children's Medicare Limited in taking steps to regain possession of the Confidential Information and to prevent further disclosure; (vi) adhere to the provisions of the SEBI Regulations and refrain from (directly/ indirectly/ through other persons, legal or natural) trading or causing any other person to trade in the securities of Rainbow Children's Medicare Limited contrary to the provisions of the SEBI Regulations; and (vii) comply with the provisions of this Clause for a period of 7 years after the expiration or termination of this Agreement.During the course of this employment, you shall not take up any other employment or assignment elsewhere directly or indirectly and shall devote your full time commitment to the Company and endeavour to sincerely and diligently pursue the duties and discharge the responsibilities entrusted to you. You will also not engage in any activities that have conflict of interest with the Company activities.

(c) The Company expects you to work with high standards of discipline, integrity, initiative, efficiency and efficacy in all your assignments.

(d) You shall be eligible for maternity benefits as per Maternity Benefit Act 1961 as applicable

(e) As a member you shall conduct yourself in a manner so as to justify the trust and confidence reposed in you and act at all times in consistence with the position of responsibility you occupy.

(f) During your service, you wilfully acquaint with various laws, orders, notifications etc., of the Central, State and Local and/or other authority in force from time to time and other legislation affecting or concerning your area of work and you will ensure that the same are fully observed and complied with.

(g) You will abide by the rules and regulations of the Company and shall also comply with all organization policies that are in force from time to time.

(h) It is implied and understood that all facilities / benefits are attached to the service and stand automatically withdrawn with effect from the date you relinquish services/assignment in the Company on any account whatsoever. If a particular benefit is admissible on periodical basis, on your leaving and if by then you have drawn amount more than proportionately due to you, the excess amount drawn would be refunded or deducted out of the amount that may be due to you.

(i) The Company will have the right to correspondingly adjust your monthly remuneration against any amount that you may owe to the Company or to any customers before making the final payment to you.

(j) You shall be obliged to follow and will be governed by the work processes, technical standards, protocols and general instructions issued thereof, and service rules, employment practice of the Company as in force and/or amended from time to time.

(7) You acknowledge that during the course of your employment with the Company, you will become familiar with the Company's trade secrets and with other confidential information concerning the Company and its associates and related Companies and that your services will be of a special, unique and extraordinary value to the Company. You agree that during the term hereof, you shall not directly or indirectly own, manage, control, participate in, consult with, render services for, or engage in any business including on behalf of any family business or business by wife and close relatives competing with the businesses of the Company or its associates or related Companies. For the purpose of this

Agreement, the "businesses of the Company" shall mean Hospital which is into specialization of Obstetrics and Gynaecology, Paediatrics and IVF which the company operates now.

(8) You shall automatically retire from the services of the company on attaining the age of 58 years as per the date of birth in the company records.

(9) Your appointment is subject to your being medically sound and remaining medically fit during the term of employment.

You are requested to sign the duplicate copy of this letter, signifying your acceptance of the same, for our records

We welcome you to Rainbow Family and look for a long and mutually beneficial association

Yours faithfully,
For **Rainbow Children's Medicare Limited.**

Suman Kumar Cherukuri,
Vice President – Human Resources

Acceptance

I have read the contents of this appointment letter and fully understand the above term and conditions of my services and I accept the same without any reservations:

Date:
Place: Guindy

Signature of the candidate
Shanmuga Priya G

Annexure – I

Employee ID : 603884
Name : Ms. Shanmuga Priya G
Grade : I
Band : I
Title : Intern
Role : Trainee

Component	Monthly Amount	Yearly Amount
Monthly Gross *	**10000**	
Benefits:Contribution by Organisation		
STIPEND	10000	120000
Cost To The Company(CTC)	10000	120000

The above remuneration is subject to the applicable Income Tax and other Laws.

For **Rainbow Children's Medicare Limited**

Suman Kumar Cherukuri,
Vice President – Human Resources

You are requested to sign the duplicate copy of this letter, signifying your acceptance of the same, for our records

SREE BALAJI MEDICAL COLLEGE & HOSPITAL
A constituent college of
BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Declared as Deemed to be University under section 3 of UGC Act, 1956)
(Vide Notification No.F.9-5/2000-U.3,Ministry of Human Resource Development, Govt. of India, dated 4th July, 2002)

Phone: 044-42911000, 044-22412018
Website: www.sbmch.ac.in
7, Works Road, Chromepet,
Chennai 600 044,Tamil Nadu

L. Dis. No. 11221/SBMCH/202 2 ***Date: 01-08-2022***

To whome so ever may concern

This is to certify that ***SREE ARCHANA P*** *working as Staff Nurse in the Department Qf Casualty at* ***SREE BALAJI MEDICAL COLLEGE & HOSPITAL, Chromepet, Chennai -600 044*** *with effect from 01.08.2022 to till date.*

This certificate has been issued based on the request made by the Employee. During the above

DEAN

DEAN
Sree Balaji Medical College & Hospital
No. 7, Works Road, Chromepet,
Chennai-600 044.

21-Sep-2022

Ms.Sun Mathi D,
No.70,Throwbathi Amman Kovil Street,,
Peruthuravu, Chengalpet.,

Appointment Letter

Dear Ms.Sun Mathi D,

We have pleasure in appointing you as per details given below with effective 21-Sep-2022 on the following terms and conditions.

Grade : I
Band : i
Title : Intern
Role : Trainee

1.Duties & Responsibilities:

(a) Your reporting and responsibilities will be advised to you by your Departmental Head or any person nominated by him/her and will change from time to time based on the needs of the Company.

2.Reporting & Place of Posting:

(a) You will be initially posted at Guindy office / Unit however, your services are transferable to any Section/Department, Location, Office, Associate or Sister concern or Subsidiary at any place in India or abroad, whether existing today or which may come up in future, at any time at the sole discretion of Management with or without change in the compensation. In such case, you will be governed by the terms and conditions of the services applicable to new placement/location.

3.Remuneration:

(a) You remuneration is attached herewith as an Annexure I. The same is subject to the applicable Income Tax and other Laws.

(b) All matters pertaining to your appointment and compensation are strictly confidential in nature and it should be treated as such.

4. Probation:

(a) You will be on probation for a period of Six months from the date of your joining. The probation period may be extended for such term as may be considered appropriate by the Management. Upon satisfactory completion of your probation, your services will be confirmed by written order with the Company.

(b) During the probationary period and any extension thereof, your services may be terminated without notice or assigning any reason. However, during your probation you are required to give one month notice in case you want to terminate your services.

5. Separation:

(a) On confirmation, the services can be terminated from either side by giving 30 days or salary in lieu thereof. However, the management reserves the right to relieve you on your resignation based on the merits.

(b) The management reserves the right to terminate your services with 24hrs notice or without any notice in case of any non-performance, non-committed attitude, sudden change of interest, unethical practices, breach of code of conduct policy or any policy of the Company without any compensation.

(c) This appointment letter is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice and compensation. Upon termination of employment (in any scenario), you will also return all company property, which may be in your possession.

6. Others

(a) You will maintain due confidentiality on the work and methods of the Company and recognize that it has proprietary rights over its ideas, methods and practices. You will not give out to anyone by word of mouth or otherwise, particulars or details of our activities, know-how, security arrangements, administration and organization concerning the technology, trade secrets, marketing and business information relating to the works and business of the Company or any of our affiliated or associates, which will be your personal privilege to know by virtue of your being associated with the organization.

(b) During the term hereof, you (a) shall have access to, be privy to, come to know of and/or obtain possession of confidential and proprietary information of/pertaining to Rainbow Children's Medicare Limited, which information shall, without limitation mean and include, commercial and financial information, current and contemplated business plans and forecasts, marketing plans, information relating to current and contemplated research and development activities, information not available in public domain, trade secrets, information relating to business and operating procedures, medical records, patient records and data and such other information to which you would not have access to but for the current agreement/engagement with Rainbow Children's Medicare Limited; and (b) you may be privy to or have access to unpublished price sensitive information regarding Rainbow Children's Medicare Limited as defined in the Securities and Exchange Board Of India (Prohibition Of Insider Trading) Regulations, 1992, as amended from time to time ("SEBI Regulations"). The information mentioned in sub-Clauses (a) and (b) is hereinafter referred to as "Confidential Information". You hereby undertake to (i) hold all Confidential Information strictly confidential and utilize the same solely for the purposes hereof, (ii) not disclose any Confidential Information to any third party, agent or affiliate, whether directly or indirectly, for any purpose whatsoever; (iii) protect Confidential Information by using the highest degree of care and highest security precautions, to prevent the unauthorized use, dissemination, or publication of the Confidential Information; (iv) return all originals, copies, reproductions and summaries of Confidential Information in its control as and when requested by Rainbow Children's Medicare Limited; (v) notify Rainbow Children's Medicare Limited, immediately upon discovery of any breach of its obligations under this Agreement and to co-

operate in every reasonable way to help Rainbow Children's Medicare Limited in taking steps to regain possession of the Confidential Information and to prevent further disclosure; (vi) adhere to the provisions of the SEBI Regulations and refrain from (directly/ indirectly/ through other persons, legal or natural) trading or causing any other person to trade in the securities of Rainbow Children's Medicare Limited contrary to the provisions of the SEBI Regulations; and (vii) comply with the provisions of this Clause for a period of 7 years after the expiration or termination of this Agreement.During the course of this employment, you shall not take up any other employment or assignment elsewhere directly or indirectly and shall devote your full time commitment to the Company and endeavour to sincerely and diligently pursue the duties and discharge the responsibilities entrusted to you. You will also not engage in any activities that have conflict of interest with the Company activities.

(c) The Company expects you to work with high standards of discipline, integrity, initiative, efficiency and efficacy in all your assignments.

(d) You shall be eligible for maternity benefits as per Maternity Benefit Act 1961 as applicable

(e) As a member you shall conduct yourself in a manner so as to justify the trust and confidence reposed in you and act at all times in consistence with the position of responsibility you occupy.

(f) During your service, you wilfully acquaint with various laws, orders, notifications etc., of the Central, State and Local and/or other authority in force from time to time and other legislation affecting or concerning your area of work and you will ensure that the same are fully observed and complied with.

(g) You will abide by the rules and regulations of the Company and shall also comply with all organization policies that are in force from time to time.

(h) It is implied and understood that all facilities / benefits are attached to the service and stand automatically withdrawn with effect from the date you relinquish services/assignment in the Company on any account whatsoever. If a particular benefit is admissible on periodical basis, on your leaving and if by then you have drawn amount more than proportionately due to you, the excess amount drawn would be refunded or deducted out of the amount that may be due to you.

(i) The Company will have the right to correspondingly adjust your monthly remuneration against any amount that you may owe to the Company or to any customers before making the final payment to you.

(j) You shall be obliged to follow and will be governed by the work processes, technical standards, protocols and general instructions issued thereof, and service rules, employment practice of the Company as in force and/or amended from time to time.

(7) You acknowledge that during the course of your employment with the Company, you will become familiar with the Company's trade secrets and with other confidential information concerning the Company and its associates and related Companies and that your services will be of a special, unique and extraordinary value to the Company. You agree that during the term hereof, you shall not directly or indirectly own, manage, control, participate in, consult with, render services for, or engage in any business including on behalf of any family business or business by wife and close relatives competing with the businesses of the Company or its associates or related Companies. For the purpose of this

Agreement, the "businesses of the Company" shall mean Hospital which is into specialization of Obstetrics and Gynaecology, Paediatrics and IVF which the company operates now.

(8) You shall automatically retire from the services of the company on attaining the age of 58 years as per the date of birth in the company records.

(9) Your appointment is subject to your being medically sound and remaining medically fit during the term of employment.

You are requested to sign the duplicate copy of this letter, signifying your acceptance of the same, for our records

We welcome you to Rainbow Family and look for a long and mutually beneficial association

Yours faithfully,
For **Rainbow Children's Medicare Limited.**

Suman Kumar Cherukuri,
Vice President – Human Resources

Acceptance

I have read the contents of this appointment letter and fully understand the above term and conditions of my services and I accept the same without any reservations:

Date: Signature of the candidate
Place: Guindy Sun Mathi D

Annexure – I

Employee ID : 603881
Name : Ms. Sun Mathi D
Grade : I
Band : I
Title : Intern
Role : Trainee

Component	Monthly Amount	Yearly Amount
Monthly Gross *	**10000**	
Benefits:Contribution by Organisation		
STIPEND	10000	120000
Cost To The Company(CTC)	10000	120000

The above remuneration is subject to the applicable Income Tax and other Laws.

For **Rainbow Children's Medicare Limited**

Suman Kumar Cherukuri,
Vice President – Human Resources

You are requested to sign the duplicate copy of this letter, signifying your acceptance of the same, for our records

D. Susmathi

1st October 2022

Ms. Susipriya S
Chennai
Tamil Nadu

Professional Enrichment Training (PET) Program

Dear Ms. Susipriya S,

With reference to the submission of your request for enrolment to the Professional Enrichment Training (PET) offered by our Hospital for qualified professionals and subsequent discussions we had and further verifications of your credentials, we are pleased to designate you as **Nurse Associate** under Professional Enrichment Training (PET) Program commencing **from 3rd October 2022 for the period of 06 Months (thereafter will be brought Onroll based on your performance and mandatory submission of Nursing Registration Certificate)** in the **Department of Nursing**. Please note that as part of the skill enrichment, you shall be trained in various Technical aspects of the Hospital including in speciality / super specialty health care units based on your professional interest and commitment to get trained on the following terms and conditions:

As it has been completely explained during the time of submission of your request to get enrolled as member of Non-Employment Professional Enrichment Training (PET) programme and agreed to the terms of the programme, your voluntarily enrolment is confirmed as one of the members of the programme which is objectively designed to enhance the professional skills.

It is essential for you to devote maximum hours to learn along with the other full-time practitioners in the respective function in our Hospital in order to get the benefit of professional enrichment in your area of work specialization. Further it is required to note that the maximum hours could be equivalent to the term "full time" of the professional trainer assigned to your area of learning and as per the established working hours of the organization, including additional working hours as may be required by the organization and inter or intra units transfer for the purpose of advanced learning as part of the programme.

As one of the learning members of the Professional Enrichment Training (PET), you are not eligible to claim any financial benefits as applicable to the other full-time employees of the organization for staying back in excess of the normal Training hours during this practical training period.

EID: Susipriya S – T0679

Once you have been taken Onroll, you will be designated as Staff Nurse and your salary will be revised as per the slab. You will be eligible for allowances following your confirmation which will be done after your six months' probation starting from your Date of Joining.

During the training period you shall be paid a **sum of Rs. 14000/-** and you will be governed by the training regulations and other general policies as applicable to the hospital. A Sum of amount Rs.3000/-(Three Thousand Only) will be deducted from your first month salary as deposit towards your uniform.

In the course of Professional Enrichment Training (PET) and while performing your assignments and servicing the patients, as part of the programme you shall have an access to personal information of the patients and other confidential / sensitive data of the diseases profile with treatment protocol etc. You are required maintain highest order of confidentiality of the information known to you.

As you are aware of the facts that program is an exclusive customized design module to enrich the professional skills of the qualified / registered professionals like you in the field of health care with a reasonable investment by the management and enormous pre-allotted time of the senior professionals to provide training as expected as "On the Job Training". Therefore, you are expected to complete the entire duration of the training period. You may only leave earlier if it is agreeable to your training in-charge and in this case, notice must be given not less than 4 weeks before your desired last day of the programme, with appropriate reason to discontinue to the programme, failing which the management reserves the right to recover the training cost.

After successful completion of the Non-Employment Professional Enrichment Training (PET) period, you may be considered for regularization subject to the vacancies or extension of further training period as required.

Please note that during the Non-Employment Professional Enrichment Training (PET), you shall be governed by the general terms of Non-Disclosure, Non-Compete, Non solicitation and other Code of Conduct in order maintain high order of operating standards. In case of any report on disciplinary conventions or violations of any code of conduct, based on the recommendation of the program coordinator or the training in-charge you will be suspended with no notice.

EID: Susipriya S – T0679

During the course of your training period, you will devote all your time exclusively towards learning and enhancing your skills as requested by you and handle the Hospital equipment's with appropriate care and under the supervision of the seniors. In case of any damages due to your negligence, the Hospital shall be recovering the cost after the due enquiry process

During the Professional Enrichment Training (PET) Programme, period you will be eligible to request for leaves to the Programme in charge as per the terms of the programme.

As it is agreed that it is a Propitiatory Training Design Module of the Hospital to enhance the professional skills of the qualified / trained / and registered professionals in order to provide advanced training in the field of health care on voluntary request of the participant member and not as an employment or pre-employment part and under all circumstances it is agreed to be treated as Non Employment Professional Enrichment Training (PET) with limited obligation to provide Training and other assistance to the members including some benefits as applicable.

If the foregoing terms and conditions are acceptable to you, you may please sign this letter in token of acceptance thereof and return it to us.

With Best Wishes,

For Dr. Rela Institute & Medical Centre,

DR. RELA INSTITUTE & MEDICAL CENTRE Human Resources Department Chromepet Chennai-44

Dr. Ilankumaran Kaliamoorthy. FRCA

Chief Executive Officer

I have gone through the above Offer and Accept it:

Name: _____ Signature: _____ Date: _____

EID: Susipriya S – T0679

SREE BALAJI MEDICAL COLLEGE & HOSPITAL
A constituent college of
BHARATH INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Declared as Deemed to be University under section 3 of UGC Act, 1956)
(Vide Notification No.F.9-5/2000-U.3,Ministry of Human Resource Development, Govt. of India, dated 4th July, 2002)

Phone: 044-42911000, 044-22412018
Website: www.sbmch.ac.in

7, Works Road, Chromepet,
Chennai 600 044,Tamil Nadu

L. Dis. No. 13421/SBMCH/202 2 ***Date: 01-08-2022***

To whome so ever may concern

This is to certify that ***SWETHA B*** *working as Staff Nurse in the Department Qf Casualty at* ***SREE BALAJI MEDICAL COLLEGE & HOSPITAL, Chromepet, Chennai -600 044*** *with effect from 01.08.2022 to till date.*

This certificate has been issued based on the request made by the Employee.

During the above

DEAN

DEAN
Sree Balaji Medical College & Hospital
No. 7, Works Road, Chromepet,
Chennai-600 044.

PARVATHY HOSPITAL

5th OCTOBER 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that TAMILSELVI S has been working as *Staff Nurse* - **OT** in the department of Nursing at Parvathy Ortho Hospital Pvt Ltd since ie OCTOBER 2022 to **till date.**

This certificate has been issued based on the request made by the Employee.

For Parvathy Ortho Hospital Pvt. Ltd.,

PARVATHY ORTHO HOSPITAL PVT. LTD. CHENNAI 600044

Murugappan

GM - HR

#241, G.S.T Main Road. Chromepet, Chennai - 600 044
T +91 44 2238 2248 /2748 /0828 **F** +9144 2238 3456 W www.parvathyhospital.com

Phone & Fax : 2241 6605

SREE BALAJI COLLEGE OF NURSING

(Recognised By Indian Nursing Council, New Delhi and The Tamilnadu Nurses and Midwives Council)
(Approved by Govt. of Tamil Nadu and Affiliated to Bharath Institute of Higher Education and Research)
No.7, Works Road, Chromepet, Chennai - 600 044.

Dt: 10.10.2022

Sir/Madam,

Sub: Establishment – Sree Balaji College of Nursing, Chromepet, Chennai 600 044 – Appointment Order – Tutor - Orders issued - Reg.

With reference to the above, we are pleased to appoint you as Tutor at SREE BALAJI COLLEGE OF NURSING, Chromepet, Chennai - 600 044

You are requested to join immediately.

DR. V. HEMAVATHY,
M.Sc.(N),M.A.,M.Phil.,Ph.D.(N).
PRINCIPAL,
SREE BALAJI COLLEGE OF NURSING
No. 7, Works Road, Chromepet,
Chennai-600 044.

To,

Ms. THATCHER NANCY I, Post Basic B.Sc., (N)

SREE BALAJI COLLEGE OF NURSING
No. 7 Works Road, Chromepet, Chennai-600 044.

Rainbow® Children's Hospital
It takes a lot to treat the little.

BirthRight™
BY RAINBOW HOSPITALS
Your Right to a Safe Delivery

21-Sep-2022

Ms.Vaishnavi R,
No.97, Paramakeni,,
Seekanankuppam,Chengalpattu.,
.

Appointment Letter

Dear Ms.Vaishnavi R,

We have pleasure in appointing you as per details given below with effective 21-Sep-2022 on the following terms and conditions.

Grade : I
Band : I
Title : Intern
Role : Trainee

1.Duties & Responsibilities:

(a) Your reporting and responsibilities will be advised to you by your Departmental Head or any person nominated by him/her and will change from time to time based on the needs of the Company.

2.Reporting & Place of Posting:

(a) You will be initially posted at Guindy office / Unit however, your services are transferable to any Section/Department, Location, Office, Associate or Sister concern or Subsidiary at any place in India or abroad, whether existing today or which may come up in future, at any time at the sole discretion of Management with or without change in the compensation. In such case, you will be governed by the terms and conditions of the services applicable to new placement/location.

3.Remuneration:

(a) You remuneration is attached herewith as an Annexure I. The same is subject to the applicable Income Tax and other Laws.

(b) All matters pertaining to your appointment and compensation are strictly confidential in nature and it should be treated as such.

4. Probation:

(a) You will be on probation for a period of Six months from the date of your joining. The probation period may be extended for such term as may be considered appropriate by the Management. Upon satisfactory completion of your probation, your services will be confirmed by written order with the Company.

(b) During the probationary period and any extension thereof, your services may be terminated without notice or assigning any reason. However, during your probation you are required to give one month notice in case you want to terminate your services.

5. Separation:

(a) On confirmation, the services can be terminated from either side by giving 30 days or salary in lieu thereof. However, the management reserves the right to relieve you on your resignation based on the merits.

(b) The management reserves the right to terminate your services with 24hrs notice or without any notice in case of any non-performance, non-committed attitude, sudden change of interest, unethical practices, breach of code of conduct policy or any policy of the Company without any compensation.

(c) This appointment letter is based on the information furnished in your application for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice and compensation. Upon termination of employment (in any scenario), you will also return all company property, which may be in your possession.

6. Others

(a) You will maintain due confidentiality on the work and methods of the Company and recognize that it has proprietary rights over its ideas, methods and practices. You will not give out to anyone by word of mouth or otherwise, particulars or details of our activities, know-how, security arrangements, administration and organization concerning the technology, trade secrets, marketing and business information relating to the works and business of the Company or any of our affiliated or associates, which will be your personal privilege to know by virtue of your being associated with the organization.

(b) During the term hereof, you (a) shall have access to, be privy to, come to know of and/or obtain possession of confidential and proprietary information of/pertaining to Rainbow Children's Medicare Limited, which information shall, without limitation mean and include, commercial and financial information, current and contemplated business plans and forecasts, marketing plans, information relating to current and contemplated research and development activities, information not available in public domain, trade secrets, information relating to business and operating procedures, medical records, patient records and data and such other information to which you would not have access to but for the current agreement/engagement with Rainbow Children's Medicare Limited; and (b) you may be privy to or have access to unpublished price sensitive information regarding Rainbow Children's Medicare Limited as defined in the Securities and Exchange Board Of India (Prohibition Of Insider Trading) Regulations, 1992, as amended from time to time ("SEBI Regulations"). The information mentioned in sub-Clauses (a) and (b) is hereinafter referred to as "Confidential Information". You hereby undertake to (i) hold all Confidential Information strictly confidential and utilize the same solely for the purposes hereof, (ii) not disclose any Confidential Information to any third party, agent or affiliate, whether directly or indirectly, for any purpose whatsoever; (iii) protect Confidential Information by using the highest degree of care and highest security precautions, to prevent the unauthorized use, dissemination, or publication of the Confidential Information; (iv) return all originals, copies, reproductions and summaries of Confidential Information in its control as and when requested by Rainbow Children's Medicare Limited; (v) notify Rainbow Children's Medicare Limited, immediately upon discovery of any breach of its obligations under this Agreement and to co-

operate in every reasonable way to help Rainbow Children's Medicare Limited in taking steps to regain possession of the Confidential Information and to prevent further disclosure; (vi) adhere to the provisions of the SEBI Regulations and refrain from (directly/ indirectly/ through other persons, legal or natural) trading or causing any other person to trade in the securities of Rainbow Children's Medicare Limited contrary to the provisions of the SEBI Regulations; and (vii) comply with the provisions of this Clause for a period of 7 years after the expiration or termination of this Agreement.During the course of this employment, you shall not take up any other employment or assignment elsewhere directly or indirectly and shall devote your full time commitment to the Company and endeavour to sincerely and diligently pursue the duties and discharge the responsibilities entrusted to you. You will also not engage in any activities that have conflict of interest with the Company activities.

(c) The Company expects you to work with high standards of discipline, integrity, initiative, efficiency and efficacy in all your assignments.

(d) You shall be eligible for maternity benefits as per Maternity Benefit Act 1961 as applicable

(e) As a member you shall conduct yourself in a manner so as to justify the trust and confidence reposed in you and act at all times in consistence with the position of responsibility you occupy.

(f) During your service, you wilfully acquaint with various laws, orders, notifications etc., of the Central, State and Local and/or other authority in force from time to time and other legislation affecting or concerning your area of work and you will ensure that the same are fully observed and complied with.

(g) You will abide by the rules and regulations of the Company and shall also comply with all organization policies that are in force from time to time.

(h) It is implied and understood that all facilities / benefits are attached to the service and stand automatically withdrawn with effect from the date you relinquish services/assignment in the Company on any account whatsoever. If a particular benefit is admissible on periodical basis, on your leaving and if by then you have drawn amount more than proportionately due to you, the excess amount drawn would be refunded or deducted out of the amount that may be due to you.

(i) The Company will have the right to correspondingly adjust your monthly remuneration against any amount that you may owe to the Company or to any customers before making the final payment to you.

(j) You shall be obliged to follow and will be governed by the work processes, technical standards, protocols and general instructions issued thereof, and service rules, employment practice of the Company as in force and/or amended from time to time.

(7) You acknowledge that during the course of your employment with the Company, you will become familiar with the Company's trade secrets and with other confidential information concerning the Company and its associates and related Companies and that your services will be of a special, unique and extraordinary value to the Company. You agree that during the term hereof, you shall not directly or indirectly own, manage, control, participate in, consult with, render services for, or engage in any business including on behalf of any family business or business by wife and close relatives competing with the businesses of the Company or its associates or related Companies. For the purpose of this

Agreement, the "businesses of the Company" shall mean Hospital which is into specialization of Obstetrics and Gynaecology, Paediatrics and IVF which the company operates now.

(8) You shall automatically retire from the services of the company on attaining the age of 58 years as per the date of birth in the company records.

(9) Your appointment is subject to your being medically sound and remaining medically fit during the term of employment.

You are requested to sign the duplicate copy of this letter, signifying your acceptance of the same, for our records

We welcome you to Rainbow Family and look for a long and mutually beneficial association

Yours faithfully,
For **Rainbow Children's Medicare Limited.**

Suman Kumar Cherukuri,
Vice President – Human Resources

Acceptance

I have read the contents of this appointment letter and fully understand the above term and conditions of my services and I accept the same without any reservations:

Date:
Place: Guindy

Signature of the candidate
Vaishnavi R

Annexure – I

Employee ID : 603882
Name : Ms. Vaishnavi R
Grade : I
Band : I
Title : Intern
Role : Trainee

Component	Monthly Amount	Yearly Amount
Monthly Gross *	**10000**	
Benefits:Contribution by Organisation		
STIPEND	10000	120000
Cost To The Company(CTC)	10000	120000

The above remuneration is subject to the applicable Income Tax and other Laws.

For **Rainbow Children's Medicare Limited**

Suman Kumar Cherukuri,
Vice President – Human Resources

You are requested to sign the duplicate copy of this letter, signifying your acceptance of the same, for our records

Institute of Post Graduate Medical Education and Research - imrc5432@rediffmail.com

APPOINTMENT ORDER

Management is pleased to appoint
GAUTAM B

As MBBS

Institute of Post Graduate Medical Education and Research - imrc5432@rediffmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

GITAM Institute of Medical Sciences and Research - directorgims@gitam.edu

APPOINTMENT ORDER

Management is pleased to appoint
SHIRAVANKUMAR S P

As MBBS

GITAM Institute of Medical Sciences and Research - directorgims@gitam.edu

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

MGDM Hospital - mgdm@hospital.co.in

APPOINTMENT ORDER

Management is pleased to appoint
HARSHAVARDHAN
KRISHNASWAMY S

As MBBS

MGDM Hospital - mgdm@hospital.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sree Narayana Medical Mission Hospital - snmmh@chennai.com

APPOINTMENT ORDER

Management is pleased to appoint
JAYAPREETHI S

As MBBS

Sree Narayana Medical Mission Hospital - snmmh@chennai.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Health Care Hospitals - healthcarehospcare@thiru.com

APPOINTMENT ORDER

Management is pleased to appoint
GAYATHRI K

As MBBS

Health Care Hospitals - healthcarehospcare@thiru.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Banakar Hospital - drbanakarhopsital@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
KALAIVANI G

As MBBS

Banakar Hospital - drbanakarhopsital@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Cochin Hospital - kerala@cochinhospital.com

APPOINTMENT ORDER

Management is pleased to appoint
VIDHYAPRIYADARSHINI S

As MBBS

Cochin Hospital - kerala@cochinhospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 1000000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

PKB Hospital Pvt Ltd - pkbhpl@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SUJI BARATHI D

As MBBS

PKB Hospital Pvt Ltd - pkbhpl@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Mangala Hospital - mangala@hosp.co.in

APPOINTMENT ORDER

Management is pleased to appoint
KAMLESH KANNA A S

As MBBS

Mangala Hospital - mangala@hosp.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Yagnam Hospital - yagnam@care.com

APPOINTMENT ORDER

Management is pleased to appoint
EZHIL RAHULAN E

As MBBS

Yagnam Hospital - yagnam@care.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

M.A.J. Hospital - majhosp@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SAI AISHWARYA J

As MBBS

M.A.J. Hospital - majhosp@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Apex Hospitals - apexhospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SAI BALA M

As MBBS

Apex Hospitals - apexhospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Indus Jaipur Hospital - indushospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
TRUP MOHAMED FASIH
MAAZ

As MBBS

Indus Jaipur Hospital - indushospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Ashwini Hospital - enquiry@ashwinihospital.com

APPOINTMENT ORDER

Management is pleased to appoint
ABHIJIT SATISH RAO

As MBBS

Ashwini Hospital - enquiry@ashwinihospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Nova Hospital Limited - info@novahospital.com

APPOINTMENT ORDER

Management is pleased to appoint
DEEPAK GAUTAM G

As MBBS

Nova Hospital Limited - info@novahospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sri Lakshmi Narayana Institute of Medical Sciences - slimsdean@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
ARAVINDAKUMAR S K

As MBBS

Sri Lakshmi Narayana Institute of Medical Sciences - slimsdean@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

New Medical Centre - nmcpondy@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SHRIVIRUTHAA T

As MBBS

New Medical Centre - nmcpondy@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Vamsi Specialty Hospital - vamsihosp@hr.co.in

APPOINTMENT ORDER

Management is pleased to appoint
MURUGESAN M

As MBBS

Vamsi Specialty Hospital - vamsihosp@hr.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sri Lakshmi Narayana Institute of Medical Sciences - slimsdean@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SOWMYA N

As MBBS

Sri Lakshmi Narayana Institute of Medical Sciences - slimsdean@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Chettinad Hospital and Research Institute - mohan.r@care.edu.in

APPOINTMENT ORDER

Management is pleased to appoint
SHONA NELSON

As MBBS

Chettinad Hospital and Research Institute - mohan.r@care.edu.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

KPC Medical College and Hospital - inquiry@kpcmedicalcollege.com

APPOINTMENT ORDER

Management is pleased to appoint
GOTTAM BHARGAVA SAI
SRINIVAS

As MBBS

KPC Medical College and Hospital - inquiry@kpcmedicalcollege.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sahyadri Narayana Multispeciality Hospital - snmh@hr.com

APPOINTMENT ORDER

Management is pleased to appoint
RAJKUMAR G B

As MBBS

Sahyadri Narayana Multispeciality Hospital - snmh@hr.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

East Coast Hospitals - ech@ech.com

APPOINTMENT ORDER

Management is pleased to appoint
SYED AFRIDI S

As MBBS

East Coast Hospitals - ech@ech.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

sri venkateswara multispeciality hospital - svmsh@au.in

APPOINTMENT ORDER

Management is pleased to appoint
TARIQ IBRAHIM

As MBBS

sri venkateswara multispeciality hospital - svmsh@au.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Thumbay Hospital New Life - thnl@centre.com

APPOINTMENT ORDER

Management is pleased to appoint
BHUVANESWARI K U

As MBBS

Thumbay Hospital New Life - thnl@centre.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

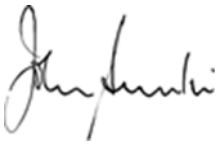

Bristlecone Hospitals - bristlecone@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
GOWTHAMAN K

As MBBS

Bristlecone Hospitals - bristlecone@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Spark Hospitals - spark@hospital.co.in

APPOINTMENT ORDER

Management is pleased to appoint
ASHRAF MOHAMED M

As MBBS

Spark Hospitals - spark@hospital.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Lisie Hospital - lisiehosp@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
ROBIN LEJO S

As MBBS

Lisie Hospital - lisiehosp@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Neomed Hospital - neo@medhosp.com

APPOINTMENT ORDER

Management is pleased to appoint
DEEPAN M

As MBBS

Neomed Hospital - neo@medhosp.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sarji Hospital - sarijihospital@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SOWMIYA T

As MBBS

Sarji Hospital - sarijihospital@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Kamineni Hospitals - King Koti - kamineni.hospt@kingkoti.com

APPOINTMENT ORDER

Management is pleased to appoint
VENKATA MANISH REDDY
MUNDLA

As MBBS

Kamineni Hospitals - King Koti - kamineni.hospt@kingkoti.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 550000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Virinchi Hospitals - virinchi_hosp@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
KARTHICK M

As MBBS

Virinchi Hospitals - virinchi_hosp@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

The Deccan Hospital - deccan.hosp20@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
VIGNESH R

As MBBS

The Deccan Hospital - deccan.hosp20@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

U K R Hospital - ukrhopspital@yahoo.co.in

APPOINTMENT ORDER

Management is pleased to appoint
BALAMURUGAN C

As MBBS

U K R Hospital - ukrhopspital@yahoo.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

SeCURE Hospitals - secure@hosp24.com

APPOINTMENT ORDER

Management is pleased to appoint
AYEESHA SHOWKKATH S

As MBBS

SeCURE Hospitals - secure@hosp24.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Malla Reddy Narayana Multispeciality Hospital - mrnmsh@tel.co.in

APPOINTMENT ORDER

Management is pleased to appoint
SUMERA KAUSAR R S

As MBBS

Malla Reddy Narayana Multispeciality Hospital - mrnmsh@tel.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 750000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Aster Medcity - aster@medcity.com

APPOINTMENT ORDER

Management is pleased to appoint
DIVYA KURUP P S

As MBBS

Aster Medcity - aster@medcity.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

V.K.N. Hospital - vkn.hospital@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
ELIZA NONGMAITHEM

As MBBS

V.K.N. Hospital - vkn.hospital@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

S.V. Hospital - sv_hosp@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
MALACK MAHMOOD
USAMA

As MBBS

S.V. Hospital - sv_hosp@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Apoorva Multispeciality Hospital - amsh@amsh.co.in

APPOINTMENT ORDER

Management is pleased to appoint
GOWSHIK RAJA K S

As MBBS

Apoorva Multispeciality Hospital - amsh@amsh.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Gleneagles Global Hospitals - gleneagles@global.hos

APPOINTMENT ORDER

Management is pleased to appoint
VARUN V

As MBBS

Gleneagles Global Hospitals - gleneagles@global.hos

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

K.J. Somaiya Hospital & Research Center - kjshrc@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
HARIHARAN M

As MBBS

K.J. Somaiya Hospital & Research Center - kjshrc@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

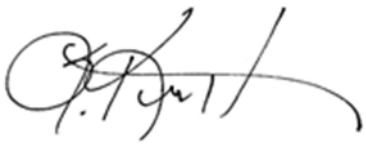

Saifee Hospital - saifee.hos@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
ANUSHA A G

As MBBS

Saifee Hospital - saifee.hos@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Kohinoor Hospital - kohi@noorhospital.com

APPOINTMENT ORDER

Management is pleased to appoint
ADIN DAVID

As MBBS

Kohinoor Hospital - kohi@noorhospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Pinnacle Hospitals Pvt. Ltd - accounts@pinnaclehospitals.com

APPOINTMENT ORDER

Management is pleased to appoint
KEERTHI RAJ G

As MBBS

Pinnacle Hospitals Pvt. Ltd - accounts@pinnaclehospitals.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Emerald Hospital - enquiries@emeraldhospital.in

APPOINTMENT ORDER

Management is pleased to appoint
LOGESHRAJA V M

As MBBS

Emerald Hospital - enquiries@emeraldhospital.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

L.B.S. Hospital - lbshealthcare@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
VILVANAGESWARAN V

As MBBS

L.B.S. Hospital - lbshealthcare@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 650000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Apex Hospitals - apexhospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
DESHNA V

As MBBS

Apex Hospitals - apexhospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Indus Jaipur Hospital - indushospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
MANISHA V

As MBBS

Indus Jaipur Hospital - indushospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Trinity Acute Care Hospital - hospitals@trinity.in

APPOINTMENT ORDER

Management is pleased to appoint
BALAKRISHNAN N

As MBBS

Trinity Acute Care Hospital - hospitals@trinity.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Ashwini Hospital - enquiry@ashwinihospital.com

APPOINTMENT ORDER

Management is pleased to appoint
AJAEY S

As MBBS

Ashwini Hospital - enquiry@ashwinihospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Tagore Medical College - tagoremch@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SYED MEERAH S

As MBBS

Tagore Medical College - tagoremch@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Velammal Medical College Hospital and Research Institute-info@velammalmedicalcollege.edu.in

APPOINTMENT ORDER

Management is pleased to appoint
VIJAY P

As MBBS

Velammal Medical College Hospital and Research Institute-info@velammalmedicalcollege.edu.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

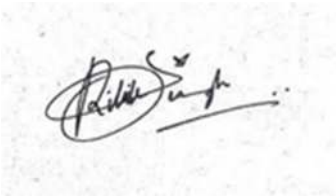

Travancore Medical College - ms@tmc.ac.in

APPOINTMENT ORDER

Management is pleased to appoint
MAHALAKSHMI M

As MBBS

Travancore Medical College - ms@tmc.ac.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

KMCT Medical College - medical@kmct.edu.in

APPOINTMENT ORDER

Management is pleased to appoint
ESHWANTH A

As MBBS

KMCT Medical College - medical@kmct.edu.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 1000000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

New Medical Centre - nmcpondy@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
ARIVAZHAGAN V

As MBBS

New Medical Centre - nmcpondy@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

St. John's Medical College-johnhospital@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
KARTHIKA RAJESWARI R

As MBBS

St. John's Medical College-johnhospital@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Vadamalayan Institute Of Medical And Allied Health Sciences-vadamalayanhosp@du.in

APPOINTMENT ORDER

Management is pleased to appoint
RAJU M

As MBBS

Vadamalayan Institute Of Medical And Allied Health Sciences-vadamalayanhosp@du.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Amrita Institute of Medical Sciences-amrita@hr.in

APPOINTMENT ORDER

Management is pleased to appoint
KRISHNAKKUMAR N R

As MBBS

Amrita Institute of Medical Sciences-amrita@hr.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

SGT Medical College Hospital & Research Institute-sgthospital@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
UDHAIYA

As MBBS

SGT Medical College Hospital & Research Institute-sgthospital@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Shri Ram Murti Smarak Institute Of Medical Sciences-srm@care.edu.in

APPOINTMENT ORDER

Management is pleased to appoint
AKSHAYA R

As MBBS

Shri Ram Murti Smarak Institute Of Medical Sciences-srm@care.edu.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Bhaskar Medical College-bmc@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SWASTHIKA S

As MBBS

Bhaskar Medical College-bmc@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

MGS Super Specialty Hospital - info@mgshospital.com

APPOINTMENT ORDER

Management is pleased to appoint
GAUTHAM N

As MBBS

MGS Super Specialty Hospital - info@mgshospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Emerald Hospital - enquiries@emeraldhospital.in

APPOINTMENT ORDER

Management is pleased to appoint
JENISHA THERESA
LALICHAN

As MBBS

Emerald Hospital - enquiries@emeraldhospital.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Jaswant Rai Specialty Hospital - jrshospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
KAVINKUMAR V

As MBBS

Jaswant Rai Specialty Hospital - jrshospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

L.B.S. Hospital - lbshealthcare@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
THALINZAI PRAVEEN
KUMAR A

As MBBS

L.B.S. Hospital - lbshealthcare@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Apex Hospitals - apexhospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
VASANTHAKUMAR V S

As MBBS

Apex Hospitals - apexhospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Apulki Vairagade Hospital - info@avhospitals.com

APPOINTMENT ORDER

Management is pleased to appoint
AFSANA S

As MBBS

Apulki Vairagade Hospital - info@avhospitals.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

St. John's Medical College-johnhospital@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
AISHVHARAANI S T

As MBBS

St. John's Medical College-johnhospital@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Vadamalayan Institute Of Medical And Allied Health Sciences-vadamalayanhosp@du.in

APPOINTMENT ORDER

Management is pleased to appoint
AMBATI LAKSHMI
VAISHALI

As MBBS

Vadamalayan Institute Of Medical And Allied Health Sciences-vadamalayanhosp@du.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Amrita Institute of Medical Sciences-amrita@hr.in

APPOINTMENT ORDER

Management is pleased to appoint
AMITHA HASHIM

As MBBS

Amrita Institute of Medical Sciences-amrita@hr.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

JSS Medical College-jss@du.in

APPOINTMENT ORDER

Management is pleased to appoint
ARKAPRAVA
CHAKRABORTY

As MBBS

JSS Medical College-jss@du.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

SGT Medical College Hospital & Research Institute-sgthospital@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
ATMAJITA CHATTERJEE

As MBBS

SGT Medical College Hospital & Research Institute-sgthospital@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Shri Ram Murti Smarak Institute Of Medical Sciences-srm@care.edu.in

APPOINTMENT ORDER

Management is pleased to appoint
DIKSHA TIWARI

As MBBS

Shri Ram Murti Smarak Institute Of Medical Sciences-srm@care.edu.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Bhaskar Medical College-bmc@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
JANANI M

As MBBS

Bhaskar Medical College-bmc@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Aayushman Hospital - aayushman@hospital.co.in

APPOINTMENT ORDER

Management is pleased to appoint
JEGATHSRI S

As MBBS

Aayushman Hospital - aayushman@hospital.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Thangam Hospital - thangamhealthcare@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
KAVIYAH MANE S V

As MBBS

Thangam Hospital - thangamhealthcare@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 550000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

MGDM Hospital - mgdm@hospital.co.in

APPOINTMENT ORDER

Management is pleased to appoint
KOTHADA REVATHI

As MBBS

MGDM Hospital - mgdm@hospital.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 650000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

CERT India Hospital - cert@india.hos.co.in

APPOINTMENT ORDER

Management is pleased to appoint
POLUPONGU MAHESH

As MBBS

CERT India Hospital - cert@india.hos.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

MGM Vashi Hospital -hr@mgmhospitalvashi.net

APPOINTMENT ORDER

Management is pleased to appoint
RAGAVI E

As MBBS

MGM Vashi Hospital -hr@mgmhospitalvashi.net

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

JR Medical College and hospital - info@jrmch.ac.in

APPOINTMENT ORDER

Management is pleased to appoint
RAHUL BAROD

As MBBS

JR Medical College and hospital - info@jrmch.ac.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

All india institute of medical sciences, mangalagiri

APPOINTMENT ORDER

Management is pleased to appoint
RAHUL YADAV

As MBBS

All india institute of medical sciences, mangalagiri

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Community health centre, avanigadda

APPOINTMENT ORDER

Management is pleased to appoint
RAVI JHA

As MBBS

Community health centre, avanigadda

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

JR Medical College and hospital - info@jrmch.ac.in

APPOINTMENT ORDER

Management is pleased to appoint
SAI BHUVAN J

As MBBS

JR Medical College and hospital - info@jrmch.ac.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

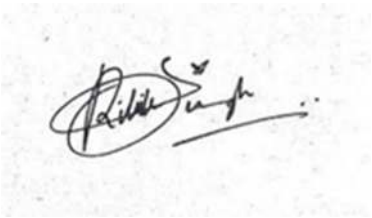

Apollo Speciality Hospital - apollo@hosp.com

APPOINTMENT ORDER

Management is pleased to appoint
SANA SHAJI

As MBBS

Apollo Speciality Hospital - apollo@hosp.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Kasturba Medical College - kmcmng@manipal.edu

APPOINTMENT ORDER

Management is pleased to appoint
SANDHYA M

As MBBS

Kasturba Medical College - kmcmng@manipal.edu

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

MGM Medical College & Hospital - vc@mgmuhs.com

APPOINTMENT ORDER

Management is pleased to appoint
SATHISH D

As MBBS

MGM Medical College & Hospital - vc@mgmuhs.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Dr. BR Ambedkar Medical College - amcbng@rguhs.nic.in

APPOINTMENT ORDER

Management is pleased to appoint
SATHISH T

As MBBS

Dr. BR Ambedkar Medical College - amcbng@rguhs.nic.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 1000000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sri Padmavathi Medical College for Women - deanspmcw gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SIMRAN
NAVKHANDEWALA

As MBBS

Sri Padmavathi Medical College for Women - deanspmcw gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sri Venkateswara Medical College - ms@svmchrc.ac.in

APPOINTMENT ORDER

Management is pleased to appoint
SIVASANKARA SEKARAN
V

As MBBS

Sri Venkateswara Medical College - ms@svmchrc.ac.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

JSS Academy of Higher Education and Research - prc@jssuni.edu.in

APPOINTMENT ORDER

Management is pleased to appoint
SREEARTHI R

As MBBS

JSS Academy of Higher Education and Research - prc@jssuni.edu.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

NRI Institute of Medical Sciences - principal.nriims@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SUSRITA DWARI

As MBBS

NRI Institute of Medical Sciences - principal.nriims@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Karnataka Institute Of Medical Sciences - directorkimshubli@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SYAMALA SAI VENNELA

As MBBS

Karnataka Institute Of Medical Sciences - directorkimshubli@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Siddhartha Medical College - smc_vja@nic.in

APPOINTMENT ORDER

Management is pleased to appoint
TANNAMALA
HASHWANTH REDDY

As MBBS

Siddhartha Medical College - smc_vja@nic.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

GITAM Institute of Medical Sciences and Research - directorgims@gitam.edu

APPOINTMENT ORDER

Management is pleased to appoint
VISHAK R

As MBBS

GITAM Institute of Medical Sciences and Research - directorgims@gitam.edu

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

K.J. Somaiya Hospital & Research Center - kjshrc@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
RAHUL AGARWAL

As MBBS

K.J. Somaiya Hospital & Research Center - kjshrc@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

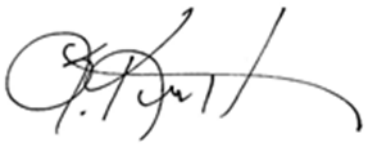

Saifee Hospital - saifee.hos@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
GOWTHAM S

As MBBS

Saifee Hospital - saifee.hos@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Kohinoor Hospital - kohi@noorhospital.com

APPOINTMENT ORDER

Management is pleased to appoint
AMISHA VERMA

As MBBS

Kohinoor Hospital - kohi@noorhospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Shraddha Vihar Hospital - svh@yahoo.com

APPOINTMENT ORDER

Management is pleased to appoint
CHILUMURI SARAYA

As MBBS

Shraddha Vihar Hospital - svh@yahoo.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Zen Multi Speciality Hospital - zen@msh.com

APPOINTMENT ORDER

Management is pleased to appoint
RAGHAV PRASHAR

As MBBS

Zen Multi Speciality Hospital - zen@msh.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

L.K. Nursing Home - lknur@home.co.in

APPOINTMENT ORDER

Management is pleased to appoint
SAMEERUDDIN S

As MBBS

L.K. Nursing Home - lknur@home.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Ashvini hospital - ashvinihosp@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
RUBANESH M

As MBBS

Ashvini hospital - ashvinihosp@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

KRS Multispecialty Hospital - multihops@krs.com

APPOINTMENT ORDER

Management is pleased to appoint
ASWIN SANKAR RAJ O P

As MBBS

KRS Multispecialty Hospital - multihops@krs.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Himagiri Hospitals - himagiri_hosp@yahoo.co.in

APPOINTMENT ORDER

Management is pleased to appoint
SYED ALI H F

As MBBS

Himagiri Hospitals - himagiri_hosp@yahoo.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 1000000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Focus Hospital - focus@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
DINESH J

As MBBS

Focus Hospital - focus@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Padmavathi Hospital - padmavathi@hosp.co.in

APPOINTMENT ORDER

Management is pleased to appoint
SHYJU RAGLAND S R

As MBBS

Padmavathi Hospital - padmavathi@hosp.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Apmdc hospital - apmdc@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
ABIRAMI R

As MBBS

Apmdc hospital - apmdc@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

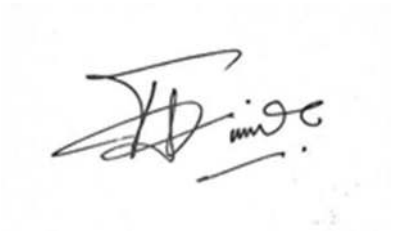

Basappa Multispeciality Hospital - basappamsh@rediffmail.com

APPOINTMENT ORDER

Management is pleased to appoint
ABISHEK JOEL KUMAR V

As MBBS

Basappa Multispeciality Hospital - basappamsh@rediffmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

SLG Hospitals - slghosp@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
ADARSH KUMAR A

As MBBS

SLG Hospitals - slghosp@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Kims health Hospital - health@kims.com

APPOINTMENT ORDER

Management is pleased to appoint
ADITYA SESHA SAI
UNDAVALLI

As MBBS

Kims health Hospital - health@kims.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Bishop Benziger Hospital - bishop@ben.hos.com

APPOINTMENT ORDER

Management is pleased to appoint
AFRA MARIAM T F

As MBBS

Bishop Benziger Hospital - bishop@ben.hos.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Lilavati Hospital And Research Centre - lhrc@lhrc.com

APPOINTMENT ORDER

Management is pleased to appoint
AISHWARYA S

As MBBS

Lilavati Hospital And Research Centre - lhrc@lhrc.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Seven Hills Hospital - sevenhills@hos.com

APPOINTMENT ORDER

Management is pleased to appoint
AISHWARYA V

As MBBS

Seven Hills Hospital - sevenhills@hos.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Azeezia Medical College - www.azeezia.com

APPOINTMENT ORDER

Management is pleased to appoint
AJAY NAYAGAM P

As MBBS

Azeezia Medical College - www.azeezia.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Pushpagiri Institute of Medical Science and Research Centre - pcm@pushpagiri.in.

APPOINTMENT ORDER

Management is pleased to appoint
AJITHA BEGUM A

As MBBS

Pushpagiri Institute of Medical Science and Research Centre - pcm@pushpagiri.in.

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Saveetha Medical College & Hospital - info.smc@saveetha.com.

APPOINTMENT ORDER

Management is pleased to appoint
AKASH D

As MBBS

Saveetha Medical College & Hospital -info.smc@saveetha.com.

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Karuna Medical College - karunamedicalcollege.hrd@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
AKASH JAIN

As MBBS

Karuna Medical College - karunamedicalcollege.hrd@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sree Balaji Medical College and Hospital - sbmchcollege@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
AKASH KRISHNA

As MBBS

Sree Balaji Medical College and Hospital - sbmchcollege@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Johnson

ACS Medical College and Hospital - acsmch2009@gmail.com,

APPOINTMENT ORDER

Management is pleased to appoint
ALBERT SHAJI

As MBBS

ACS Medical College and Hospital - acsmch2009@gmail.com,

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Karpagam Faculty of Medical Sciences and Research - karpagammedicalcollege@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
ALHEEBA M

As MBBS

Karpagam Faculty of Medical Sciences and Research - karpagammedicalcollege@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Azeezia Medical College - www.azeezia.com

APPOINTMENT ORDER

Management is pleased to appoint
ALINA SAMAN

As MBBS

Azeezia Medical College - www.azeezia.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Tagore Medical College - tagoremch@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
AMAN SINGLA

As MBBS

Tagore Medical College - tagoremch@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Velammal Medical College Hospital and Research Institute-info@velammalmedicalcollege.edu.in

APPOINTMENT ORDER

Management is pleased to appoint
AMEYAARJUN
ARUMUGAM

As MBBS

Velammal Medical College Hospital and Research Institute-info@velammalmedicalcollege.edu.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Travancore Medical College - ms@tmc.ac.in

APPOINTMENT ORDER

Management is pleased to appoint
ANAM HIRANMAYI

As MBBS

Travancore Medical College - ms@tmc.ac.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

KMCT Medical College - medical@kmct.edu.in

APPOINTMENT ORDER

Management is pleased to appoint
ANGEL CELIN S

As MBBS

KMCT Medical College - medical@kmct.edu.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 1000000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

New Medical Centre - nmcpondy@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
APPARANJITHA V
RAMANA

As MBBS

New Medical Centre - nmcpondy@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sri Lakshmi Narayana Institute of Medical Sciences - slimsdean@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
ARCHA BALACHANDRAN

As MBBS

Sri Lakshmi Narayana Institute of Medical Sciences - slimsdean@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Chettinad Hospital and Research Institute - mohan.r@care.edu.in

APPOINTMENT ORDER

Management is pleased to appoint
ARJUN UMESH

As MBBS

Chettinad Hospital and Research Institute - mohan.r@care.edu.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

KPC Medical College and Hospital - inquiry@kpcmedicalcollege.com

APPOINTMENT ORDER

Management is pleased to appoint
AYUSH KASHYAP

As MBBS

KPC Medical College and Hospital - inquiry@kpcmedicalcollege.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sahyadri Narayana Multispeciality Hospital - snmh@hr.com

APPOINTMENT ORDER

Management is pleased to appoint
BALLOLI HARI CHANDANA

As MBBS

Sahyadri Narayana Multispeciality Hospital - snmh@hr.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

East Coast Hospitals - ech@ech.com

APPOINTMENT ORDER

Management is pleased to appoint
BATTULA SREEKRISHNA
BHARGAVA

As MBBS

East Coast Hospitals - ech@ech.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

sri venkateswara multispeciality hospital - svmsh@au.in

APPOINTMENT ORDER

Management is pleased to appoint
BAVANI V

As MBBS

sri venkateswara multispeciality hospital - svmsh@au.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Thumbay Hospital New Life - thnl@centre.com

APPOINTMENT ORDER

Management is pleased to appoint
CHAMRIDHA D P

As MBBS

Thumbay Hospital New Life - thnl@centre.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

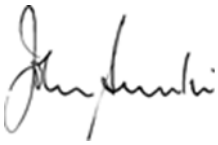

Bristlecone Hospitals - bristlecone@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
CHELIKANI LAKSHMI
APOORVA

As MBBS

Bristlecone Hospitals - bristlecone@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Spark Hospitals - spark@hospital.co.in

APPOINTMENT ORDER

Management is pleased to appoint
CRESILDA
SANGEERTHANA S

As MBBS

Spark Hospitals - spark@hospital.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Lisie Hospital - lisiehosp@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
DARSANA M S

As MBBS

Lisie Hospital - lisiehosp@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Neomed Hospital - neo@medhosp.com

APPOINTMENT ORDER

Management is pleased to appoint
DEEPTHI PRITHA S

As MBBS

Neomed Hospital - neo@medhosp.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sarji Hospital - sarijihospital@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
DEPAK CHARAN S

As MBBS

Sarji Hospital - sarijihospital@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Kamineni Hospitals - King Koti - kamineni.hospt@kingkoti.com

APPOINTMENT ORDER

Management is pleased to appoint
DEVI KRISHNA R

As MBBS

Kamineni Hospitals - King Koti - kamineni.hospt@kingkoti.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 550000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Virinchi Hospitals - virinchi_hosp@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
DIVYA C REDDY V

As MBBS

Virinchi Hospitals - virinchi_hosp@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

The Deccan Hospital - deccan.hosp20@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
DIVYA W A

As MBBS

The Deccan Hospital - deccan.hosp20@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

U K R Hospital - ukrhopspital@yahoo.co.in

APPOINTMENT ORDER

Management is pleased to appoint
EASWARR C

As MBBS

U K R Hospital - ukrhopspital@yahoo.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

SeCURE Hospitals - secure@hosp24.com

APPOINTMENT ORDER

Management is pleased to appoint
ESWAR L

As MBBS

SeCURE Hospitals - secure@hosp24.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Malla Reddy Narayana Multispeciality Hospital - mrnmsh@tel.co.in

APPOINTMENT ORDER

Management is pleased to appoint
GANDHI KANNAPPAN G

As MBBS

Malla Reddy Narayana Multispeciality Hospital - mrnmsh@tel.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 750000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Aster Medcity - aster@medcity.com

APPOINTMENT ORDER

Management is pleased to appoint
GEETHA C

As MBBS

Aster Medcity - aster@medcity.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

V.K.N. Hospital - vkn.hospital@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
GONNABATHULA
KAUSTUBHA

As MBBS

V.K.N. Hospital - vkn.hospital@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

S.V. Hospital - sv_hosp@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
GONUGUNTLA DIVYA
VANI

As MBBS

S.V. Hospital - sv_hosp@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Apoorva Multispeciality Hospital - amsh@amsh.co.in

APPOINTMENT ORDER

Management is pleased to appoint
GOPIREDDY CHARAN TEJA
REDDY

As MBBS

Apoorva Multispeciality Hospital - amsh@amsh.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Gleneagles Global Hospitals - gleneagles@global.hos

APPOINTMENT ORDER

Management is pleased to appoint
GURVEER SINGH CHAWLA

As MBBS

Gleneagles Global Hospitals - gleneagles@global.hos

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

K.J. Somaiya Hospital & Research Center - kjshrc@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
HANEESH V

As MBBS

K.J. Somaiya Hospital & Research Center - kjshrc@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

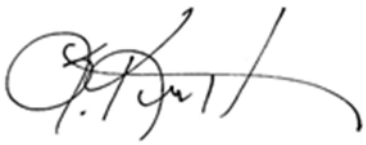

Saifee Hospital - saifee.hos@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
HARI PRIYA D S

As MBBS

Saifee Hospital - saifee.hos@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Kohinoor Hospital - kohi@noorhospital.com

APPOINTMENT ORDER

Management is pleased to appoint
HARSHAN R

As MBBS

Kohinoor Hospital - kohi@noorhospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Pinnacle Hospitals Pvt. Ltd - accounts@pinnaclehospitals.com

APPOINTMENT ORDER

Management is pleased to appoint
JADAV AKSHAY
RAMESHBHAI

As MBBS

Pinnacle Hospitals Pvt. Ltd - accounts@pinnaclehospitals.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Emerald Hospital - enquiries@emeraldhospital.in

APPOINTMENT ORDER

Management is pleased to appoint
JESSITA MARION KAREN P

As MBBS

Emerald Hospital - enquiries@emeraldhospital.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

L.B.S. Hospital - lbshealthcare@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
JEYASHREE R

As MBBS

L.B.S. Hospital - lbshealthcare@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 650000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Apex Hospitals - apexhospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
JOSIAH MIRACLIN J G

As MBBS

Apex Hospitals - apexhospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Indus Jaipur Hospital - indushospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
KANAKAVALLI S

As MBBS

Indus Jaipur Hospital - indushospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Trinity Acute Care Hospital - hospitals@trinity.in

APPOINTMENT ORDER

Management is pleased to appoint
KANYA R

As MBBS

Trinity Acute Care Hospital - hospitals@trinity.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Ashwini Hospital - enquiry@ashwinihospital.com

APPOINTMENT ORDER

Management is pleased to appoint
KARTHIK GANESH B

As MBBS

Ashwini Hospital - enquiry@ashwinihospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Nova Hospital Limited - info@novahospital.com

APPOINTMENT ORDER

Management is pleased to appoint
KARTHIK S

As MBBS

Nova Hospital Limited - info@novahospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Krishna Super Speciality Hospital - enquiry@krishnahospitals.com

APPOINTMENT ORDER

Management is pleased to appoint
KAVIN B

As MBBS

Krishna Super Speciality Hospital - enquiry@krishnahospitals.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Krishna Super Speciality Hospital - enquiry@krishnahospitals.com

APPOINTMENT ORDER

Management is pleased to appoint
KHAN ARSH E BAREEN
KHURSHID

As MBBS

Krishna Super Speciality Hospital - enquiry@krishnahospitals.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Be Well Hospital - bewell@hospital.co.in

APPOINTMENT ORDER

Management is pleased to appoint
KIRTHIKA R S

As MBBS

Be Well Hospital - bewell@hospital.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Charitha Sri Hospital - charithasri@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
KISHOR B

As MBBS

Charitha Sri Hospital - charithasri@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

NU Hospitals - nu@hosp.co.in

APPOINTMENT ORDER

Management is pleased to appoint
KOGANTI DEVI
NAGASAHITHI

As MBBS

NU Hospitals - nu@hosp.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Amara Hospital - Multispeciality Hospital - amarahosp@yahoo.com

APPOINTMENT ORDER

Management is pleased to appoint
KOKILA S

As MBBS

Amara Hospital - Multispeciality Hospital - amarahosp@yahoo.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Subbaiah Medical College Hospital & Research Center - smchr@du.co.in

APPOINTMENT ORDER

Management is pleased to appoint
KRITHIKA V

As MBBS

Subbaiah Medical College Hospital & Research Center - smchr@du.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Yashoda Hospitals- yashodahospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
MADHUMITHA K

As MBBS

Yashoda Hospitals- yashodahospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

East Coast Hospitals - ech@ech.com

APPOINTMENT ORDER

Management is pleased to appoint
MADHUMITHA PARVATHI I

As MBBS

East Coast Hospitals - ech@ech.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

sri venkateswara multispeciality hospital - svmsh@au.in

APPOINTMENT ORDER

Management is pleased to appoint
MAHIMA

As MBBS

sri venkateswara multispeciality hospital - svmsh@au.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Thumbay Hospital New Life - thnl@centre.com

APPOINTMENT ORDER

Management is pleased to appoint
MANONIT S KUMAR

As MBBS

Thumbay Hospital New Life - thnl@centre.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

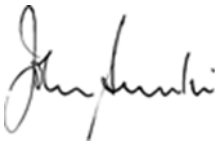

Bristlecone Hospitals - bristlecone@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
MIRUDULA JOSENA J

As MBBS

Bristlecone Hospitals - bristlecone@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Spark Hospitals - spark@hospital.co.in

APPOINTMENT ORDER

Management is pleased to appoint
MUHAMMED NISAMUDDIN

As MBBS

Spark Hospitals - spark@hospital.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Lisie Hospital - lisiehosp@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
MUSKAN YADAV

As MBBS

Lisie Hospital - lisiehosp@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

KPC Medical College and Hospital - inquiry@kpcmedicalcollege.com

APPOINTMENT ORDER

Management is pleased to appoint
MYTHILI V R

As MBBS

KPC Medical College and Hospital - inquiry@kpcmedicalcollege.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Chettinad Hospital and Research Institute - vc@care.edu.in

APPOINTMENT ORDER

Management is pleased to appoint
NALADALA NAVYA
CHOWDARY

As MBBS

Chettinad Hospital and Research Institute - vc@care.edu.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 1000000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sri Venkateshwaraa Medical College Hospital and Research Centre - ms@svmchrc.ac.in

APPOINTMENT ORDER

Management is pleased to appoint
NEDURUMALLI NAGA
VAISHNAVI

As MBBS

Sri Venkateshwaraa Medical College Hospital and Research Centre - ms@svmchrc.ac.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Institute of Post Graduate Medical Education and Research - imrc5432@rediffmail.com

APPOINTMENT ORDER

Management is pleased to appoint
NEHA M

As MBBS

Institute of Post Graduate Medical Education and Research - imrc5432@rediffmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Thangam Hospital - thangamhealthcare@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
NISHANTH NARAYAN V

As MBBS

Thangam Hospital - thangamhealthcare@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 550000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Be Well Hospital - bewell@hospital.co.in

APPOINTMENT ORDER

Management is pleased to appoint
NIVEDHA B

As MBBS

Be Well Hospital - bewell@hospital.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Charitha Sri Hospital - charithasri@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
NIVEDHA R B

As MBBS

Charitha Sri Hospital - charithasri@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Emerald Hospital - enquiries@emeraldhospital.in

APPOINTMENT ORDER

Management is pleased to appoint
NIVEDITHA S

As MBBS

Emerald Hospital - enquiries@emeraldhospital.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Jaswant Rai Specialty Hospital - jrshospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
OGIRALA PRATHYUSHA

As MBBS

Jaswant Rai Specialty Hospital - jrshospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Apex Hospitals - apexhospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
OVIYAL T M

As MBBS

Apex Hospitals - apexhospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Apulki Vairagade Hospital - info@avhospitals.com

APPOINTMENT ORDER

Management is pleased to appoint
PAVITHRA T

As MBBS

Apulki Vairagade Hospital - info@avhospitals.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Indus Jaipur Hospital - indushospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
PRAVEEN KUMAR V

As MBBS

Indus Jaipur Hospital - indushospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Trinity Acute Care Hospital - hospitals@trinity.in

APPOINTMENT ORDER

Management is pleased to appoint
PREETHI A

As MBBS

Trinity Acute Care Hospital - hospitals@trinity.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Ashwini Hospital - enquiry@ashwinihospital.com

APPOINTMENT ORDER

Management is pleased to appoint
PREETI SHARMA

As MBBS

Ashwini Hospital - enquiry@ashwinihospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Institute of Post Graduate Medical Education and Research - imrc5432@rediffmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SARANYA SURESH BABU

As MBBS

Institute of Post Graduate Medical Education and Research - imrc5432@rediffmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

GITAM Institute of Medical Sciences and Research - directorgims@gitam.edu

APPOINTMENT ORDER

Management is pleased to appoint
SHALINI G

As MBBS

GITAM Institute of Medical Sciences and Research - directorgims@gitam.edu

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

MGDM Hospital - mgdm@hospital.co.in

APPOINTMENT ORDER

Management is pleased to appoint
SHALINI R

As MBBS

MGDM Hospital - mgdm@hospital.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sree Narayana Medical Mission Hospital - snmmh@chennai.com

APPOINTMENT ORDER

Management is pleased to appoint
SHANMUGASUNDARAM S

As MBBS

Sree Narayana Medical Mission Hospital - snmmh@chennai.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Health Care Hospitals - healthcarehospcare@thiru.com

APPOINTMENT ORDER

Management is pleased to appoint
SHIFA M

As MBBS

Health Care Hospitals - healthcarehospcare@thiru.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Banakar Hospital - drbanakarhopsital@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SHINI YASSMIN S

As MBBS

Banakar Hospital - drbanakarhopsital@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Cochin Hospital - kerala@cochinhospital.com

APPOINTMENT ORDER

Management is pleased to appoint
SHIVA DIVAKARAN B

As MBBS

Cochin Hospital - kerala@cochinhospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 1000000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

PKB Hospital Pvt Ltd - pkbhpl@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SHIVANI M

As MBBS

PKB Hospital Pvt Ltd - pkbhpl@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Mangala Hospital - mangala@hosp.co.in

APPOINTMENT ORDER

Management is pleased to appoint
SHRADHA L

As MBBS

Mangala Hospital - mangala@hosp.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Yagnam Hospital - yagnam@care.com

APPOINTMENT ORDER

Management is pleased to appoint
SHREYA ROHRA

As MBBS

Yagnam Hospital - yagnam@care.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

M.A.J. Hospital - majhosp@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SHYAM VIGNESH KUMAR S

As MBBS

M.A.J. Hospital - majhosp@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Apex Hospitals - apexhospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SIVABALAJI M

As MBBS

Apex Hospitals - apexhospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Indus Jaipur Hospital - indushospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SREERAG K G

As MBBS

Indus Jaipur Hospital - indushospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Institute of Post Graduate Medical Education and Research - imrc5432@rediffmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SRINI C M

As MBBS

Institute of Post Graduate Medical Education and Research - imrc5432@rediffmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

GITAM Institute of Medical Sciences and Research - directorgims@gitam.edu

APPOINTMENT ORDER

Management is pleased to appoint
SUBIKSHA
SENTHILKUMAR

As MBBS

GITAM Institute of Medical Sciences and Research - directorgims@gitam.edu

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

MGDM Hospital - mgdm@hospital.co.in

APPOINTMENT ORDER

Management is pleased to appoint
SWATHI S

As MBBS

MGDM Hospital - mgdm@hospital.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sree Narayana Medical Mission Hospital - snmmh@chennai.com

APPOINTMENT ORDER

Management is pleased to appoint
SWATHY A

As MBBS

Sree Narayana Medical Mission Hospital - snmmh@chennai.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Health Care Hospitals - healthcarehospcare@thiru.com

APPOINTMENT ORDER

Management is pleased to appoint
IMMANUEL ABRAHAM S

As MBBS

Health Care Hospitals - healthcarehospcare@thiru.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Banakar Hospital - drbanakarhopsital@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
CHANDIKA SURYA TEJA

As MBBS

Banakar Hospital - drbanakarhopsital@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Cochin Hospital - kerala@cochinhospital.com

APPOINTMENT ORDER

Management is pleased to appoint
FIRDAUS AHMED

As MBBS

Cochin Hospital - kerala@cochinhospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 1000000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

PKB Hospital Pvt Ltd - pkbhpl@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
YAMINI T

As MBBS

PKB Hospital Pvt Ltd - pkbhpl@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Mangala Hospital - mangala@hosp.co.in

APPOINTMENT ORDER

Management is pleased to appoint
KOMAL S

As MBBS

Mangala Hospital - mangala@hosp.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Yagnam Hospital - yagnam@care.com

APPOINTMENT ORDER

Management is pleased to appoint
GIRABOINA BHAVITHA

As MBBS

Yagnam Hospital - yagnam@care.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

M.A.J. Hospital - majhosp@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
ANAGHA V K

As MBBS

M.A.J. Hospital - majhosp@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Apex Hospitals - apexhospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
JEEVAN PRAKASSH B

As MBBS

Apex Hospitals - apexhospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Indus Jaipur Hospital - indushospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
PONKAUSHIKAN M

As MBBS

Indus Jaipur Hospital - indushospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Ashwini Hospital - enquiry@ashwinihospital.com

APPOINTMENT ORDER

Management is pleased to appoint
JISHA G

As MBBS

Ashwini Hospital - enquiry@ashwinihospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Nova Hospital Limited - info@novahospital.com

APPOINTMENT ORDER

Management is pleased to appoint
HARSHA M S

As MBBS

Nova Hospital Limited - info@novahospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sri Lakshmi Narayana Institute of Medical Sciences - slimsdean@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
PRAVEEN S

As MBBS

Sri Lakshmi Narayana Institute of Medical Sciences - slimsdean@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

New Medical Centre - nmcpondy@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
ISHWARYA V

As MBBS

New Medical Centre - nmcpondy@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Vamsi Specialty Hospital - vamsihosp@hr.co.in

APPOINTMENT ORDER

Management is pleased to appoint
VIDHYALAKSHMI S

As MBBS

Vamsi Specialty Hospital - vamsihosp@hr.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sri Lakshmi Narayana Institute of Medical Sciences - slimsdean@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
HALEEMATHU SSAHDIYYA

As MBBS

Sri Lakshmi Narayana Institute of Medical Sciences - slimsdean@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Chettinad Hospital and Research Institute - mohan.r@care.edu.in

APPOINTMENT ORDER

Management is pleased to appoint
NADAR DIANA DAVIDRAJ

As MBBS

Chettinad Hospital and Research Institute - mohan.r@care.edu.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

KPC Medical College and Hospital - inquiry@kpcmedicalcollege.com

APPOINTMENT ORDER

Management is pleased to appoint
MADAN KUMAR S

As MBBS

KPC Medical College and Hospital - inquiry@kpcmedicalcollege.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sahyadri Narayana Multispeciality Hospital - snmh@hr.com

APPOINTMENT ORDER

Management is pleased to appoint
VENKATANAGAPOOJITHA
L

As MBBS

Sahyadri Narayana Multispeciality Hospital - snmh@hr.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

East Coast Hospitals - ech@ech.com

APPOINTMENT ORDER

Management is pleased to appoint
MUPPALLA NITEESH
KUMAR

As MBBS

East Coast Hospitals - ech@ech.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

sri venkateswara multispeciality hospital - svmsh@au.in

APPOINTMENT ORDER

Management is pleased to appoint
SWASTHIKA S

As MBBS

sri venkateswara multispeciality hospital - svmsh@au.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Thumbay Hospital New Life - thnl@centre.com

APPOINTMENT ORDER

Management is pleased to appoint
CHERISA MAIBAM

As MBBS

Thumbay Hospital New Life - thnl@centre.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

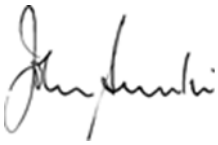

Bristlecone Hospitals - bristlecone@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
AISWARYA MOHAN

As MBBS

Bristlecone Hospitals - bristlecone@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Spark Hospitals - spark@hospital.co.in

APPOINTMENT ORDER

Management is pleased to appoint
KISHORE G

As MBBS

Spark Hospitals - spark@hospital.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Lisie Hospital - lisiehosp@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
NANDHINI S

As MBBS

Lisie Hospital - lisiehosp@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Neomed Hospital - neo@medhosp.com

APPOINTMENT ORDER

Management is pleased to appoint
THIRIPOORANA BHAVANI
M

As MBBS

Neomed Hospital - neo@medhosp.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sarji Hospital - sarijihospital@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
POOJA S

As MBBS

Sarji Hospital - sarijihospital@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Kamineni Hospitals - King Koti - kamineni.hospt@kingkoti.com

APPOINTMENT ORDER

Management is pleased to appoint
VAKINI S K

As MBBS

Kamineni Hospitals - King Koti - kamineni.hospt@kingkoti.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 550000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Virinchi Hospitals - virinchi_hosp@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
SATYA VIKAS HRUDHAY
SUNKARA

As MBBS

Virinchi Hospitals - virinchi_hosp@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

The Deccan Hospital - deccan.hosp20@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
RANI ELIZUBAH JOSEPH

As MBBS

The Deccan Hospital - deccan.hosp20@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

U K R Hospital - ukrhopspital@yahoo.co.in

APPOINTMENT ORDER

Management is pleased to appoint
VASANTH S

As MBBS

U K R Hospital - ukrhopspital@yahoo.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

SeCURE Hospitals - secure@hosp24.com

APPOINTMENT ORDER

Management is pleased to appoint
SWARNIKA S

As MBBS

SeCURE Hospitals - secure@hosp24.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Malla Reddy Narayana Multispeciality Hospital - mrnmsh@tel.co.in

APPOINTMENT ORDER

Management is pleased to appoint
LAMIYA LATHEEF

As MBBS

Malla Reddy Narayana Multispeciality Hospital - mrnmsh@tel.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 750000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Aster Medcity - aster@medcity.com

APPOINTMENT ORDER

Management is pleased to appoint
DEEPIKA P

As MBBS

Aster Medcity - aster@medcity.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

V.K.N. Hospital - vkn.hospital@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
RENUKA S

As MBBS

V.K.N. Hospital - vkn.hospital@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

S.V. Hospital - sv_hosp@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
LILY MATHEW

As MBBS

S.V. Hospital - sv_hosp@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Apoorva Multispeciality Hospital - amsh@amsh.co.in

APPOINTMENT ORDER

Management is pleased to appoint
CHRISTY AZMI A

As MBBS

Apoorva Multispeciality Hospital - amsh@amsh.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Gleneagles Global Hospitals - gleneagles@global.hos

APPOINTMENT ORDER

Management is pleased to appoint
SWETHA SRINIVAS

As MBBS

Gleneagles Global Hospitals - gleneagles@global.hos

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

K.J. Somaiya Hospital & Research Center - kjshrc@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Pragnya Rettayan K

As MD Community Medicine

K.J. Somaiya Hospital & Research Center - kjshrc@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

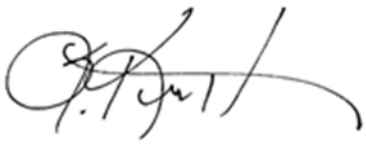

Saifee Hospital - saifee.hos@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Ilam Ilaval T

As MD Community Medicine

Saifee Hospital - saifee.hos@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Kohinoor Hospital - kohi@noorhospital.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Alex J

As Md General Medicine

Kohinoor Hospital - kohi@noorhospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Pinnacle Hospitals Pvt. Ltd - accounts@pinnaclehospitals.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Nitharsha Prakash M

As Md General Medicine

Pinnacle Hospitals Pvt. Ltd - accounts@pinnaclehospitals.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Emerald Hospital - enquiries@emeraldhospital.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Abhilash Nair B

As Md General Medicine

Emerald Hospital - enquiries@emeraldhospital.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

L.B.S. Hospital - lbshealthcare@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Vijay J

As Md General Medicine

L.B.S. Hospital - lbshealthcare@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 650000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Apex Hospitals - apexhospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Kavuru Naga Siri

As Md General Medicine

Apex Hospitals - apexhospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Indus Jaipur Hospital - indushospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Arvindh M

As Md General Medicine

Indus Jaipur Hospital - indushospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Trinity Acute Care Hospital - hospitals@trinity.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Ganesh Priya S

As Md Paediatrics

Trinity Acute Care Hospital - hospitals@trinity.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Ashwini Hospital - enquiry@ashwinihospital.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Poojitha S

As Md Paediatrics

Ashwini Hospital - enquiry@ashwinihospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Nova Hospital Limited - info@novahospital.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Raghu Ram R

As Md Paediatrics

Nova Hospital Limited - info@novahospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Krishna Super Speciality Hospital - enquiry@krishnahospitals.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Janani S M

As Md Paediatrics

Krishna Super Speciality Hospital - enquiry@krishnahospitals.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Krishna Super Speciality Hospital - enquiry@krishnahospitals.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Pavan Kumar Reddy Katta

As Md Paediatrics

Krishna Super Speciality Hospital - enquiry@krishnahospitals.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Be Well Hospital - bewell@hospital.co.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Popuri Naga Jyothi

As Md Paediatrics

Be Well Hospital - bewell@hospital.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Charitha Sri Hospital - charithasri@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Shivam Gaur

As Md Radio Diagnosis

Charitha Sri Hospital - charithasri@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

NU Hospitals - nu@hosp.co.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Pawde Rutuja Jawahar

As Md Radio Diagnosis

NU Hospitals - nu@hosp.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

K.J. Somaiya Hospital & Research Center - kjshrc@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Tantia Harsh Kumar
Hemant Rosa

As Md Radio Diagnosis

K.J. Somaiya Hospital & Research Center - kjshrc@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

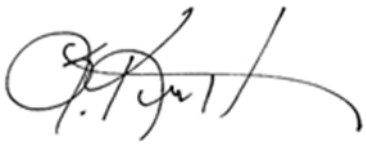

Saifee Hospital - saifee.hos@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Sai Kumar Reddy
Kamireddy

As Md Radio Diagnosis

Saifee Hospital - saifee.hos@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Kohinoor Hospital - kohi@noorhospital.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Syedha Fariheen Fathimah
M

As Md Radio Diagnosis

Kohinoor Hospital - kohi@noorhospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Pinnacle Hospitals Pvt. Ltd - accounts@pinnaclehospitals.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Chiddarwar Poonam Satish

As Md Radio Diagnosis

Pinnacle Hospitals Pvt. Ltd - accounts@pinnaclehospitals.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Emerald Hospital - enquiries@emeraldhospital.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Kanase Niranjan Dhanaji

As Md Radio Diagnosis

Emerald Hospital - enquiries@emeraldhospital.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

L.B.S. Hospital - lbshealthcare@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Chithirai Selvam A

As Md Radio Diagnosis

L.B.S. Hospital - lbshealthcare@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 650000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Apex Hospitals - apexhospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Immanuel Judah P

As Md Radio Diagnosis

Apex Hospitals - apexhospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Indus Jaipur Hospital - indushospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Nehete Sanket Sanjay

As Md Dermatology

Indus Jaipur Hospital - indushospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Trinity Acute Care Hospital - hospitals@trinity.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Duttala Indira Reddy

As Md Dermatology

Trinity Acute Care Hospital - hospitals@trinity.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Ashwini Hospital - enquiry@ashwinihospital.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Arunkarthikeyan S

As Md Dermatology

Ashwini Hospital - enquiry@ashwinihospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Nova Hospital Limited - info@novahospital.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Kulkarni Ojas Dipak

As Md Dermatology

Nova Hospital Limited - info@novahospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Krishna Super Speciality Hospital - enquiry@krishnahospitals.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Aravind Raj A S

As Md Respiratory Medicine

Krishna Super Speciality Hospital - enquiry@krishnahospitals.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Krishna Super Speciality Hospital - enquiry@krishnahospitals.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Prasanth A

As Md Psychiatry

Krishna Super Speciality Hospital - enquiry@krishnahospitals.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Be Well Hospital - bewell@hospital.co.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Selvaraj Apoorva Shankar

As Md Psychiatry

Be Well Hospital - bewell@hospital.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Charitha Sri Hospital - charithasri@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Suspa Das

As Md Anaesthesia

Charitha Sri Hospital - charithasri@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

NU Hospitals - nu@hosp.co.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Chandhinie R

As Md Anaesthesia

NU Hospitals - nu@hosp.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Amara Hospital - Multispeciality Hospital - amarahosp@yahoo.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Lakshmi Priya G

As Md Anaesthesia

Amara Hospital - Multispeciality Hospital - amarahosp@yahoo.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Subbaiah Medical College Hospital & Research Center - smchr@du.co.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Tanya Elizabeth Cherian

As Md Anaesthesia

Subbaiah Medical College Hospital & Research Center - smchr@du.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Yashoda Hospitals- yashodahospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Sanjana V

As Md Pharmacology

Yashoda Hospitals- yashodahospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

East Coast Hospitals - ech@ech.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Soujania Singh G

As Md Pharmacology

East Coast Hospitals - ech@ech.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

sri venkateswara multispeciality hospital - svmsh@au.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Martha Rinnah Bijou

As Md Pathology

sri venkateswara multispeciality hospital - svmsh@au.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Thumbay Hospital New Life - thnl@centre.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Hemnath R

As Md Pathology

Thumbay Hospital New Life - thnl@centre.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

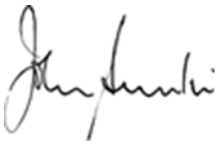

Bristlecone Hospitals - bristlecone@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Sarika K

As Md Pathology

Bristlecone Hospitals - bristlecone@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Spark Hospitals - spark@hospital.co.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Kaushika P

As Md Pathology

Spark Hospitals - spark@hospital.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Lisie Hospital - lisiehosp@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Gayathri E

As Md Pathology

Lisie Hospital - lisiehosp@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

KPC Medical College and Hospital - inquiry@kpcmedicalcollege.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Susan D P

As Md Pathology

KPC Medical College and Hospital - inquiry@kpcmedicalcollege.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Chettinad Hospital and Research Institute - vc@care.edu.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Annie Nitisha C

As Md Pathology

Chettinad Hospital and Research Institute - vc@care.edu.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 1000000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sri Venkateshwaraa Medical College Hospital and Research Centre - ms@svmchrc.ac.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Waseema Banu K

As Md Pathology

Sri Venkateshwaraa Medical College Hospital and Research Centre - ms@svmchrc.ac.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

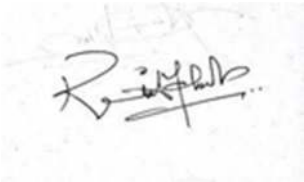

Institute of Post Graduate Medical Education and Research - imrc5432@rediffmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Mohini Gupta

As Md Pathology

Institute of Post Graduate Medical Education and Research - imrc5432@rediffmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Thangam Hospital - thangamhealthcare@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Nagameenalochini M

As Md Pathology

Thangam Hospital - thangamhealthcare@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 550000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Thumbay Hospital New Life - thnl@centre.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Shobanapriya S G

As Md Community Medicine

Thumbay Hospital New Life - thnl@centre.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

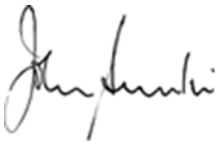

Bristlecone Hospitals - bristlecone@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Charulatha R J

As Md Community Medicine

Bristlecone Hospitals - bristlecone@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Emerald Hospital - enquiries@emeraldhospital.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Sushmitha Saran S

As Md Community Medicine

Emerald Hospital - enquiries@emeraldhospital.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Jaswant Rai Specialty Hospital - jrshospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Keerthana R

As Md Community Medicine

Jaswant Rai Specialty Hospital - jrshospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Apex Hospitals - apexhospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Abirami S

As Md Community Medicine

Apex Hospitals - apexhospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Apulki Vairagade Hospital - info@avhospitals.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Nithya V

As Md Community Medicine

Apulki Vairagade Hospital - info@avhospitals.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Indus Jaipur Hospital - indushospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Suprajha K S

As Ms General Surgery

Indus Jaipur Hospital - indushospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Trinity Acute Care Hospital - hospitals@trinity.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Bedekar Anuraag Santosh

As Ms General Surgery

Trinity Acute Care Hospital - hospitals@trinity.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Ashwini Hospital - enquiry@ashwinihospital.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Tannistha Chakraborty

As Ms General Surgery

Ashwini Hospital - enquiry@ashwinihospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Institute of Post Graduate Medical Education and Research - imrc5432@rediffmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Narendran G

As Ms General Surgery

Institute of Post Graduate Medical Education and Research - imrc5432@rediffmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

GITAM Institute of Medical Sciences and Research - directorgims@gitam.edu

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Santhosh V R

As Ms General Surgery

GITAM Institute of Medical Sciences and Research - directorgims@gitam.edu

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

MGDM Hospital - mgdm@hospital.co.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Samyuktha P

As Ms General Surgery

MGDM Hospital - mgdm@hospital.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sree Narayana Medical Mission Hospital - snmmh@chennai.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Punith Jain R

As Ms General Surgery

Sree Narayana Medical Mission Hospital - snmmh@chennai.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Health Care Hospitals - healthcarehospcare@thiru.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Lavoanya P

As Ms Ob&G

Health Care Hospitals - healthcarehospcare@thiru.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Banakar Hospital - drbanakarhopsital@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Keerthana T

As Ms Ob&G

Banakar Hospital - drbanakarhopsital@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Cochin Hospital - kerala@cochinhospital.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Mhatre Shalaka Dilip
Madhuri

As Ms Ob&G

Cochin Hospital - kerala@cochinhospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 1000000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

PKB Hospital Pvt Ltd - pkbhpl@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Varsha Christy Rani Balaji

As Ms Ob&G

PKB Hospital Pvt Ltd - pkbhpl@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Mangala Hospital - mangala@hosp.co.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Priyanka Bagdi

As Ms Ob&G

Mangala Hospital - mangala@hosp.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Yagnam Hospital - yagnam@care.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Preethika A

As Ms Ob&G

Yagnam Hospital - yagnam@care.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

M.A.J. Hospital - majhosp@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Akanksha Singh

As Ms Ob&G

M.A.J. Hospital - majhosp@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Apex Hospitals - apexhospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Pavithra N D

As Ms Ob&G

Apex Hospitals - apexhospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Indus Jaipur Hospital - indushospitals@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Kailasnath M S

As Ms Orthopaedics

Indus Jaipur Hospital - indushospitals@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Ashwini Hospital - enquiry@ashwinihospital.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Gowtham V S

As Ms Orthopaedics

Ashwini Hospital - enquiry@ashwinihospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Nova Hospital Limited - info@novahospital.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Muralidharan R

As Ms Orthopaedics

Nova Hospital Limited - info@novahospital.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sri Lakshmi Narayana Institute of Medical Sciences - slimsdean@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Anuraj D Yadav

As Ms Orthopaedics

Sri Lakshmi Narayana Institute of Medical Sciences - slimsdean@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 600000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

New Medical Centre - nmcpondy@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Praveen Raja M

As Ms Orthopaedics

New Medical Centre - nmcpondy@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Vamsi Specialty Hospital - vamsihosp@hr.co.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Jerson John Mathew

As Ms Orthopaedics

Vamsi Specialty Hospital - vamsihosp@hr.co.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sri Lakshmi Narayana Institute of Medical Sciences - slimsdean@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Sachin Nishanth N

As Ms Orthopaedics

Sri Lakshmi Narayana Institute of Medical Sciences - slimsdean@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 900000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Chettinad Hospital and Research Institute - mohan.r@care.edu.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Arvind Natarajan K

As Ms Orthopaedics

Chettinad Hospital and Research Institute - mohan.r@care.edu.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

KPC Medical College and Hospital - inquiry@kpcmedicalcollege.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Dharunkumar M

As Ms Orthopaedics

KPC Medical College and Hospital - inquiry@kpcmedicalcollege.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 800000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Sahyadri Narayana Multispeciality Hospital - snmh@hr.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Bhatt Darshan Manoj

As Ms Ophthalmology

Sahyadri Narayana Multispeciality Hospital - snmh@hr.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

East Coast Hospitals - ech@ech.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Vishali K

As Ms Ophthalmology

East Coast Hospitals - ech@ech.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

sri venkateswara multispeciality hospital - svmsh@au.in

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Mohan Kumar J

As Ms Ent

sri venkateswara multispeciality hospital - svmsh@au.in

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

Thumbay Hospital New Life - thnl@centre.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Nithya Balasubramanian

As Ms Ent

Thumbay Hospital New Life - thnl@centre.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 500000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

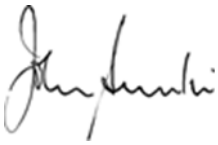

Bristlecone Hospitals - bristlecone@gmail.com

APPOINTMENT ORDER

Management is pleased to appoint
Dr. Shwetha Shashi Kumar

As Ms Ent

Bristlecone Hospitals - bristlecone@gmail.com

Your services will be counted from the date of your joining duty on 2021-22 The probation period will be one year from the date of joining duty and any request for resignation will be considered only after this period with one -month prior notice. The salary package will be 700000 rupees per annum.

The Management will have the right to relieve you without any notice or assigning any reason, in case your service is not up to the satisfaction to the management. Your services can be utilized in other areas according to the suitability and requirement of your services

You are requested to report to the Management and submit your joining report.

Best wishes

SAVEETHA
MEDICAL COLLEGE AND HOSPITAL

APPOINTMENT ORDER

Ref. No. 2145/DEAN/App. Ord/2021 **Date:** 14.09.2021

With reference to your application and subsequent interview, the Management is pleased to appoint **Dr. GOKUL SRIRAM D** as **Junior Resident** in the Department of **General Medicine** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. **BABU PRASATH J**
, MBBS
No.3, Balaji Avenue,
G.N. Mills,
Tamil nadu - 641028

Copy To:

- The HOD for information
- Office copy

Address: Saveetha Nagar, Thandalam, Chennai Bengaluru, NH 48, Chennai, Tamil Nadu 602105

Phone: 044 6672 6611 **Mail Id: info.smc@saveetha.com.**

Sri Devaraj URS Medical College

APPOINTMENT ORDER

Ref. No. 0228/DEAN/App. Ord/2021 **Date:** 20.09.2021

With reference to your application and subsequent interview, the Management is pleased to appoint **Dr.** KOPPERUNDEVI.M as **Junior Resident** in the Department of **OG** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. KOPPERUNDEVI.M

No.4, Murugan street,

Sakthi Nagar, Tamilnadu - 623504

Copy To:

- The HOD for information
- Office copy

Address: Tamaka, Kolar, Karnataka 563101

Mail Id: principal@sdumc.ac.in **P.No: 081526 49208**

Sree Balaji Medical College and Hospital

Address: 7, CLC Works Rd, Shankar Nagar, Chromepet, Chennai, 600044

Mail Id: **sbmch@gmail.com** **P.No:** **044 4291 1000**

APPOINTMENT ORDER

Ref. No. 0345/DEAN/App. Ord/2021 **Date:** 26.09.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr.** BALAMANIKANDAN S as **Junior Resident** in the Department of **General Medicine** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. BALAMANIKANDAN S MBBS
89cross,Amman nagar
Coimbatore,
amil nadu,

Copy To:

- The HOD for information
- Office copy

Thumbay Hospital New Life

Address: 16-6-104 to 109, Old Kamal Theater Complex Chaderghat Road, Opp Niagara Hotel, Chaderghat, Hyderabad, Telangana 500024

Phone: 040 6765 6565 **Mail id:** thnl@centre.com

20.9.2021

To GOWTHAM M.R

168/1, MG Street

Hyderabad, Telangana

Dear **Dr.** GOWTHAM M.R

With reference to your application and subsequent interview with us, we are pleased to appoint you as Medical Officer in our organization.

The Annual Total Employment Cost to the company would be Rs.5,00,000/-(Five Lakhs rupees only)

During the probation period your services can be terminated with one month notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

We welcome you to The Company name family and look forward to a fruitful collaboration.

With best wishes

St. Joseph's Hospital Cluny

Address: Romain Rolland St, White Town, Puducherry, 605001

Phone: 0413 – 2225571 mail id: st.josephscluny@gmail.com

From
The Chairman,
St. Joseph's Hospital Cluny.
Puducherry.

To,
Dr. JAMZER J
No.163, RAJAJI Nagar,
Chennai
Tamil Nadu.

Dear Dr. JAMZER J
,
Subject: Appointment letter for the position of Medical Officer.

In response to your application letter to our hospital, we are delighted to make a provisional offer to appoint you as a Medical Officer.
You are selected for this job by the board of directors and expected to provide your best in this service. You will be credited a regular monthly salary (Rs. 45,000 Plus HRA) as per our discussion.
Moreover, you should have a deep analysis and understanding of all administrative hospital mechanisms. You should have good communication skills for this job. You should also be able to maintain systematic medical and employee records. We are glad to send you this offer and expect it to be approved.

Congratulations!

Chairman – Founder

NEOMED HOSPITAL

Hygiene and care right here

Date: SEPTEMBER 08, 2021

Dr. KAILASH S
T.V Nagar
COIMBATORE

Subject: Appointment as Medical Officer

Dear Sir/Madam **Dr.** KAILASH S

Congratulation on your appointment at Neomed Hospital You will be working with us as a **Medical Officer** starting from 08.09.2021. Your work timings, benefits, job description, employment terms and the hospital's policies will discuss in person at Executive office. Please take the time to go through them and familiarize yourself with your new environment. The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Yours Sincerely,

Founder – Chairman

Address: 2181, L' Block, 12th Main Rd, Block Y, Jawahar Colony, Anna Nagar, Chennai, Tamil Nadu 600040
Phone: 044 2620 1147 **mail id: neo@medhosp.com**

SAVEETHA
MEDICAL COLLEGE AND HOSPITAL

APPOINTMENT ORDER

Ref. No. 0345/DEAN/App. Ord/2021 **Date:** 19.09.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr.** LEJO SALVIN as **Junior Resident** in the Department of **General Medicine** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. LEJO SALVIN
MBBS
No.32, 5th cross, Mullai nagar
Chennai,
tamil nadu

Copy To:

- The HOD for information
- Office copy

Address: Saveetha Nagar, Thandalam, Chennai
Bengaluru, NH 48, Chennai, Tamil Nadu 602105

Phone: 044 6672 6611 **Mail Id: info.smc@saveetha.com.**

Azeezia Medical

You'll Love the Way We Care for You.

APPOINTMENT ORDER

Ref. No. 1456/DEAN/App. Ord/2021 **Date:** 30.09.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr. AARTHI A** as **Junior Resident** in the Department of **General Medicine** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. **Dr. AARTHI A**, MBBS

Kerala.

Copy To:

- The HOD for information
- Office copy

Kummalloor - Meeyannoor Rd, Diamond Hill, Meeyannoor, Kerala 691537

Tel: 0474 272 2222

Email: www.azeezia.com

Gautham Hospital

Passion for caring

Panayappilly, Kochi – 682005

Date: 22.9.2021

Dr. ABILASHA.K

29TH CROSS,MURALI NAGAR,TAMIL NADU

Subject: Appointment Order as Medical Officer.

Dear Sir/Madam Dr.ABHILASHA K

Congratulation on your appointment at Gautham Hospital. You will be working with us as a Junior resident in General Medicine starting from 22.9.2021.

Your work timings, benefits, job description, employment terms, and the hospital's policies. Please take the time to go through them and familiarize yourself with your new environment.

Your Annual Salary of about Rs. 7,00,000/- based on your education qualification and Experiences.

The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Best Wishes

Chairman

Contact Details

Ph : 0484-2210510, 2210512, 4043456, 4043457

Mail id: gautham_hospital@rediffmail.com

YASHODA HOSPITALS

APPOINTMENT LETTER

13th SEPTEMBER 2021

Dr. ABITHA RAJLIN
.
G1, VGN Rome
Chennai - 600095
Dear **Dr.** ABITHA RAJLIN
.

With reference to your application and subsequent interview with us, we are pleased to appoint you as Medical Office in our organization on the following terms and conditions.

Date of Joining: You have joined us on 13.09.2021.

Salary: Your Annual Total Employment Cost to the company would be Five Lakh rupees only the details of which is been given in the Annexure attached below.

Probation/Confirmation: You will be on a probation period for the Six months. Based on your performance your services will be confirmed with the company in written after six months.

During the probation period your services can be terminated with seven days' notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

We welcome you to The Company name family and look forward to a fruitful

collaboration. With best wishes,

Alexander Road, Secunderabad, Hyderabad – 500003Phone: +91 40 – 4567 4567Mail id:yashodahospitals@gmail.com

LOKMANYA TILAK MUNICIPAL MEDICAL COLLEGE

Ref. No. 2455/DEAN/App. Ord/2021 Date: 16.09.2021

To

Dr. ADAPALA PRIYANKA

Manik Nagar, Road No.5 Post, EAST

Tripura – 799003.

APPOINTMENT ORDER

With reference to your application and subsequent interview, the management is pleased to appoint you as **Tutor** in the Department of physiology in our institution. Hence you are requested to join immediately.

DEAN

Copy Submitted to:
- The Vice-Chancellor for his kind information and approval

Copy To:
- The HOD for information
- The Central Library for information and needful
- The Account Section for information and needful
- Office c

RB2 Central Railway Quarters, Sion West, Sion, Mumbai, Maharashtra 400022
Ph: 022 2407 6381 E-mail: stenodeanl.gmail.com

TAGORE MEDICAL COLLEGE

Always Caring. Always Here

APPOINTMENT ORDER

Ref. No. 0420/DEAN/App. Ord/2021 **Date:** 13.09.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr.** ADHITHAYA RAJ .N as **Junior Resident** in the Department of **Ophthalmology** in our institution.

Hence you are requested to join immediately.

DEAN

To

Dr. ADHITHAYA RAJ .N

235 CROSS STREET, Kanniyappan Nagar
Chennai
TAMIL NADU

Copy To:

- The HOD for information
- Office copy

Address: Rathinamangalam, Melakottaiyur, Chennai, Tamil Nadu 600127

Phone: 044 3010 1111

Mail id: tagoremch@gmail.com

The Oxford Medical College Hospital and Research Centre

Address: Yadavanahalli, Attibele, Bengaluru - Chennai Hwy, Anekal, Karnataka 562107

Phone: 080 6185 4101 **mail id:** principal.tomch@theoxford.edu

APPOINTMENT ORDER

Ref. No. 695/DEAN/App. Ord/2021 **Date:** 16.09.2021

With reference to your application and subsequent interview, the Management is pleased to appoint **Dr.** ANANYA SHARMA as **Junior Resident** in the Department of **General Medicine** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. ANANYA SHARMA MBBS
GUWAHATI ,
ASSAM 781001

Copy To:

- The HOD for information
- Office copy

Dayanand Medical College

The Hospital of the Future, Today.

APPOINTMENT ORDER

Ref. No. 0453/DEAN/App. Ord/2021 **Date:** 13.09.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr.** ANWESHA CHATTERJEE as **Medical Officer** in our institution.

Hence you are requested to join immediately.

DEAN

To
Dr. ANWESHA CHATTERJEE
MBBS
1st Cross, Peter ST KOLKATA

West Bengal

Civil Lines, Tagore Nagar, Ludhiana, Punjab 141001

Phone: 0161 468 8800 Email: dmchldh@glide.net.in

NU HOSPITALS

16.09.2021

Dr. ARCHANA .A
,
Reddyarpalayam, Pondicherry 605010

Dear **Dr.** ARCHANA .A
,

With reference to your application and subsequent interview with us, we are pleased to appoint you as junior Resident in our organization.

The Annual Total Employment Cost to the company would be Rs.5,00,000/- (Five Lakhs rupees only)

During the probation period your services can be terminated with one month notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

We welcome you to The Company name family and look forward to a fruitful collaboration.

With best wishes,

NU HOSPITAL

Address: #4/1, West of Chord Road, Near to ISKCON, Rajajinagar, Bengaluru, Karnataka, 560010. India.

Phone: 080 46699999

Mail id: nu@hosp.co.in

KIMS HEALTH HOSPITAL

Healthy people, Outstanding care

Date: SEPTEMBER 23, 2021

Dr. ARCHITHA.A

TNHB 3648, Kakkalur, Tiruvallur, Tamilnadu - 602001

Subject: Appointment as Medical Officer

Dear Sir/Madam **Dr.** ARCHITHA.A

Congratulation on your appointment at AP Kims Health Hospital You will be working with us as a **Medical Officer** starting from 23.09.21. Your work timings, benefits, job description, employment terms and the hospital's policies will discuss in person at Executive office. Please take the time to go through them and familiarize yourself with your new environment. The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Yours Sincerely,

Dr. Bhaskar Rao Bollineni
Founder – Kims Health Hospital

Address:
Address: 1, Vinod Nagar Rd, Anayara, Thiruvananthapuram, Kerala 695029
Telephone: 0471 294 1400 **mail id: health@kims.com**

MGM MEDICAL COLLEGE & HOSPITAL
JAMSHEDPUR

APPOINTMENT ORDER

Ref. No. 0890/DEAN/App. Ord/2021 Date: 10.09.2021

With reference to your application and subsequent interview, the management is pleased to appoint Dr. ARIVUMATHI .R as Junior Resident in the Department of pediatrics in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. ARIVUMATHI .R

No.11 STREET,MG Nagar, Pondicherry 605501

Copy To:

- The HOD for information
- Office copy

M.G.M. MEDICAL COLLEGE JAMSHEDPUR

Address:
Gate No. 2, MGM Campus, N-6, Cidco, Aurangabad, Maharashtra 431003

Phone (Enquiry): 0240 648 2000

Mail id: vc@mgmuhs.com

Dayanand Medical College

The Hospital of the Future, Today.

APPOINTMENT ORDER

Ref. No. 0247/DEAN/App. Ord/2021 **Date:** 15.09.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr.** BALACHANDRAN as **Medical Officer** in our institution. Hence you are requested to join immediately.

DEAN

To
Dr. BALACHANDRAN
MBBS
1st Cross, Peter
Nagar, KARNATAKA

Civil Lines, Tagore Nagar, Ludhiana, Punjab 141001

Phone: 0161 468 8800 Email: dmchldh@glide.net.in

NO. 15, ECR, LAWSPET, GREEN GARDENS, PONDICHERRY- 008
PH: +91 9698 300 300,
EMAIL: bewell@hospital.co.in

APPOINTMENT ORDER

Dear Dr. BALAJI .S**, MBBS**

The Management Pleased to Appoint you as a Medical Officer in Be Well Hospital, Puducherry. You will be working with us as a **Medical Officer** starting from 28.9.2022.

Your work timings, benefits, job description, employment terms, and the hospital's policies. Please take the time to go through them and familiarize yourself with your new environment.

Your Annual Salary of about Rs. 8,00,000/- based on your education qualification and Experiences.

The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Best Wishes,

Dr. C. J. Vetrievel
Founder & CMD
Puducherry.

KARUNA MEDICAL COLLEGE
"And when i am ill, it is he who cures me"

Address : Vilayodi-Vembra Rd, Chittur-Thathamangalam, Kerala 678103
Phone: 04923 221 050 **mail id:** karunamedicalcollege.hrd@gmail.com

APPOINTMENT ORDER

Ref. No. 1409/DEAN/App. Ord/2021 **Date:** 23.9.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr.** BHASKARAN .K.C as **Junior Resident** in the Department of **Microbiology** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. BHASKARAN .K.C, MBBS
KOLKATA,WEST BENGAL

Copy To:

- The HOD for information
- Office copy

TAGORE MEDICAL COLLEGE

Always Caring. Always Here

APPOINTMENT ORDER

Ref. No. 1267/DEAN/App. Ord/2021 **Date:** 13.09.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr.** CHINJU.S.R as **Junior Resident** in the Department of **Ophthalmology** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. CHINJU.S.R

DHARMAPURI,

Pondicherry -605 001

Copy To:

- The HOD for information
- Office copy

Address: Rathinamangalam, Melakottaiyur, Chennai, Tamil Nadu 600127
Phone: 044 3010 1111
Mail id: tagoremch@gmail.com

Tirumala Hospitals

Address: PRS Complex, Tirumala Hospitals Road, Near R.T.C. Complex, Vizianagaram, Andhra Pradesh 535003
Phone: 094917 59216 **mail** id: thiruhospital@thirumala.com

12.09.2021

From
The Chairman,
Tirumala Hospital,
Andhra Pradesh.

To,
Dr. DASARI VENKATA SAI MOUNISH
BANGALORE,KARNATAKA 560082

Dear Dr. DASARI VENKATA SAI MOUNISH

Subject: Appointment letter for the position of Medical Officer.

In response to your application letter to our hospital, we are delighted to make a provisional offer to appoint you as a Medical Officer.
You are selected for this job by the board of directors and expected to provide your best in this service. You will be credited a regular monthly salary (Rs. 58,000 Plus HRA) as per our discussion.
Moreover, you should have a deep analysis and understanding of all administrative hospital mechanisms. You should have good communication skills for this job. You should also be able to maintain systematic medical and employee records.

We are glad to send you this offer and expect it to be approved.

Congratulations!

Chairman - Founder

SRM Medical College Hospital & Research Centre
Address: Irungalur Village, Manachannallur, Taluk, near
Toll Booth, Tiruchirappalli, Tamil Nadu 621105
Phone: 0431 225 8738 mail id: Dean.medical.ktr@srmist.edu.in

APPOINTMENT ORDER

Ref. No. 0064/DEAN/App. Ord/2021 **Date:** 19.09.2021

With reference to your application and subsequent interview, the management is pleased to appoint as **JUNIOR Resident** in the department of **ENT** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. DEBARPITA NATH
AGARTALA,TRIPURA

Copy To:

- The HOD for information
- Office copy

Aayushman Hospital

Appointment Order

Date: November 11, 2021

Dr. DEEBAK .I
Puducherry

Subject: Appointment as Medical Officer

Dear Sir/Madam **DEEBAK .I**

Congratulation on your appointment at Aayushman Hospital You will be working with us as a **Medical Officer** starting from 11.11.2021. Your work timings, benefits, job description, employment terms and the hospital's policies will discuss in person at Executive office. Please take the time to go through them and familiarize yourself with your new environment. The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Yours Sincerely,

Mustafa Deshmukh,
Founder – Chairman , AP

Address: Address: 45/142 A1, Venkataramana Colony,, Kurnool, Andhra Pradesh 518003

Phone: 085182 54004

Email: aayushman@hospital.co.in

Dr.M.G.R.
EDUCATIONAL AND RESEARCH INSTIUTE
(Deemed to be University)
A.C.S. Medical College and Hospital

APPOINTMENT ORDER

Ref. No. 06978/DEAN/App.Ord/2021 **Date:** 28.10.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr. DEEKSHITH** as **Medical Officer** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. DEEKSHITH , MBBS

Erode,

Salem

Copy To:

- The HOD for information
- Office copy

Address: Poonamallee High Rd, Velappanchavadi, Chennai, Tamil Nadu 600077
Mail Id: dean@acs.edu.in **Phone:** 044 6457 0316

Date: 20.10.2021

DR. DEEPIKAA .D.V
Aditya Apartment,
punjagutta road,
Hyderabad,Telangana.

Subject: Appointment Order as Medical Officer.

Dear Sir/Madam DR. DEEPIKAA .D.V

Congratulation on your appointment at Aditya Hospital. You will be working with us as a **Medical Officer** starting from 20.10.2021

Your work timings, benefits, job description, employment terms, and the hospital's policies. Please take the time to go through them and familiarize yourself with your new environment.

Your Annual Salary of about Rs. 7,00,000/- based on your education qualification and Experiences.

The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Best Wishes,

Kishore Tulla
Founder – Aditya Hospital, Telangana

Address: #4-1-16, Boggulakunta, Tilak road Abids,
Hyderabad – 500001, Telangana.

Phone: 040-41424344 Email: aditya@hosp.co.in

Date: 09.12.2021

DR. DEVIKA.U.M
2, kurini nagar,
Vadapalani
chennai

Subject: Appointment Order as Medical Officer.

Dear Sir/Madam Dr. DEVIKA.U.M.

Congratulation on your appointment at Aditya Hospital. You will be working with us as a **casualty medical officer**starting from 09.12.2021.

Your work timings, benefits, job description, employment terms, and the hospital's policies. Please take the time to go through them and familiarize yourself with your new environment.

Your Annual Salary of about Rs. 700000/- based on your education qualification and Experiences.

The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Best Wishes,

Kishore Tulla
Founder – Aditya Hospital, Telangana

Address: #4-1-16, Boggulakunta, Tilak road Abids,
Hyderabad – 500001, Telangana.

Phone: 040-41424344 Email: aditya@hosp.co.in

AMARA HOSPITAL

05.10.2021

From
The Chairman,
Amara Hospital,
Andhra Pradesh.

To,
DR. DHAKSHANA .M
No.10, Second Cross,
Mehdipatnam Andhra Pradesh.

Dear Dr. DHAKSHANA .M

Subject: Appointment letter for the position of Junior Resisdent in Medicine.

In response to your application letter to our hospital, we are delighted to make a provisional offer to appoint you as a Junior Resident in Medicine.
You are selected for this job by the board of directors and expected to provide your best in this service. You will be credited a regular monthly salary (Rs. 55,000 Plus HRA) as per our discussion. Moreover, you should have a deep analysis and understanding of all administrative hospital mechanisms. You should have good communication skills for this job. You should also be able to maintain systematic medical and employee records.
We are glad to send you this offer and expect it to be approved.

Congratulations!

Chairman - Founder

Address: NH.716, Karakambadi Rural,
Andhra Pradesh – 517 520.
Phone No.: 079939 33777
Email: amarahosp@yahoo.com

AMMA CHILDREN HOSPITAL

APPOINTMENT ORDER

Ref. No. 0569/DEAN/App.Ord/2021 **Date:** 20.10.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr. GAURAV KUMAR**as **Medical Officer** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. GAURAV KUMAR, MBBS

Erode,

Salem

Copy To:

- The HOD for information
- Office copy

Address18-2-139A, Rayalaseema Public School Rd, beside Rayalaseema Public School, Ashok Nagar, Korlagunta, Tirupati, Andhra Pradesh 517501

Mail Id: ammachildrenshospital@gmail.com **Phone: 0877 225 5550**

ANUPAMA
HOSPITAL
we care

APPOINTMENT LETTER

09th july 2022

Dr. GOLLA SRUTHI
2nd chetti street ,
Puducherry

Dear **Dr. GOLLA SRUTHI**

With reference to your application and subsequent interview with us, we are pleased to appoint you as Medical Office in our organization on the following terms and conditions.

Date of Joining: You have joined us on 02th july 2022.

Salary: Your Annual Total Employment Cost to the company would be Five Lakh rupees only the details of which is been given in the Annexure attached below.

Probation/Confirmation: You will be on a Probation period for the Six months. Based on your performance your services will be confirmed with the company in written after six months.

During the probation period your services can be terminated with seven days' notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

We welcome you to The Company name family and look forward to a fruitful collaboration.

With best wishes,

Anupama Hospitals, 6th Phase, JNTU Road, KPHB Colony,
Kukatpally, Hyderabad-500072.
+91-8100001919
anupama@anu.care.com

AP VARKEY HEART CARE CENTER

(A unit of Pulse Cardiac Services Pvt Ltd)

AP VARKEY MISSION HOSPITAL

Thottapady, Arakkunnam P.O., Piravam, Kerala - 682 313

Mob: 6238389445, E-Mail : apvarkeyheartcare@gmail.com

Date: **August 20, 2021**

Dr. GOMATHI .M.

Patna bihar

Subject: Appointment as Medical Officer

Dear Sir/Madam Dr. GOMATHI .M

Congratulation on your appointment at AP Varkey Mission Hospital You will be working with us as a **Medical Officer** starting from 20.08.2021. Your work timings, benefits, job description, employment terms and the hospital's policies will discuss in person at Executive office. Please take the time to go through them and familiarize yourself with your new environment. The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Yours Sincerely,

Dr. Joseph,
Founder – Chairman APVMH, Kerala

062383 89445 Piravom, Kerala, India 686664

http://www.pulsecardiacservices.com/apvm@hospital.com

20th december 2021

DR. GRACELIN RINI .J,
47/258, Kumarankundram,
Chrompet, Chennai, Tamilnadu

Dear **Dr. GRACELIN RINI .J,**

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Medical Officer** in our organization. You have joined us on **20.12.2021.**

The Annual Total Employment Cost to the company would be Rs.7,00,000/- (Seven Lakhs rupees only)

The Present place of work will be at Place, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

During the probation period your services can be terminated with seven days' notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

We welcome you to The Company name family and look forward to a fruitful collaboration.

With best wishes,

APOLLO HOSPITAL

Address: Greams Lane, 21, Greams Rd, Thousand Lights, Chennai,Tamil Nadu -600006

Mail Id: apollo@hosp.com **P.NO**: 044 2829 3333

Azeezia Medical

You'll Love the Way We Care for You.

APPOINTMENT ORDER

Ref. No. 1635/DEAN/App. Ord/2022 **Date:** 1.08.2021

With reference to your application and subsequent interview, the management is pleased to appoint Dr.**GUNASUNDARI .M**as **Junior Resident** in the Department of **General Medicine** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. GUNASUNDARI .MMBBS

UP.

Copy To:

- The HOD for information
- Office copy

Kummalloor - Meeyannoor Rd, Diamond Hill, Meeyannoor, Kerala 691537

Tel: 0474 272 2222

Email: www.azeezia.com

Azeezia Medical

You'll Love the Way We Care for You.

APPOINTMENT ORDER

Ref. No. 05415/DEAN/App. Ord/2021 **Date:** 18.09.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr. HARIHARAN .J.K** as **Junior Resident** in the Department of **OBG** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. HARIHARAN .J.K

MBBS
Panapakkam, Pudupet Post, Panruti Taluk,
Cuddalore - 607108

Copy To:

- The HOD for information
- Office copy

Kummalloor - Meeyannoor Rd, Diamond Hill, Meeyannoor, Kerala 691537

Tel: 0474 272 2222

Email: www.azeezia.com

Sree Balaji Medical College and Hospital

Address: 7, CLC Works Rd, Shankar Nagar, Chromepet, Chennai, 600044

Mail Id: sbmch@gmail.com **P.No:** 044 4291 1000

APPOINTMENT ORDER

Ref. No. 0655/DEAN/App. Ord/2021 **Date:** 4.09.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr. HARIPRIYA .T** as **Medical officer** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. HARIPRIYA .T ,MBBS

3rd extension

Water tank street,

Adayar,chennai

Copy To:

- The HOD for information
- Office copy

NO. 15, ECR, LAWSPET, GREEN GARDENS, PONDICHERRY- 008
PH: +91 9698 300 300,
EMAIL: bewell@hospital.co.in

APPOINTMENT ORDER

Dear Dr. JINCY J MANU, MBBS

The Management Pleased to Appoint you as a Medical Officer in Be Well Hospital, Puducherry. You will be working with us as a **Medical Officer** starting from 28.10.2021.

Your work timings, benefits, job description, employment terms, and the hospital's policies. Please take the time to go through them and familiarize yourself with your new environment.

Your Annual Salary of about Rs. 8,00,000/- based on your education qualification and Experiences.

The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Best Wishes,

Dr. C. J. Vetrievel
Founder & CMD
Puducherry.

BIRRD HOSPITAL
Giving the Joy of Movement

BIRRD trust hospital

SVIMS Campus, Nursing College Rd, Sri Padmavati Mahila
Visvavidyalayam, Tirupati, Andhra Pradesh 517507

APPOINTMENT ORDER

Date: August 20, 2021

DR. KARTHIK .K

MUMBAI.

Subject: Appointment as Medical Officer

Dear Sir/Madam **Dr. KARTHIK .K**

Congratulation on your appointment at **BIRRD Trust Hospital** You will be working with us as a **Medical Officer** starting from **20.08.2021**. Your work timings, benefits, job description, employment terms and the hospital's policies will discuss in person at Executive office. Please take the time to go through them and familiarize yourself with your new environment. The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Yours Sincerely,

Founder – Chairman , AP

Phone: 0877 226 4619 **Mail Id:** birrd.hosp@gmail.com

Charitha Sri Hospital

The hospital you trust to care for
those you love.

Dr. KAVITHA .M
1st Street,
Nethaji Nagar, Soolaimedu,
Puducherry - 605001

Subject: Appointment Order as Medical Officer.

Dear Sir/Madam **Dr. KAVITHA .M**

Congratulation on your appointment at Charitha Sri Hospital. You will be working with us as a **Medical Officer** starting from 03.11.2021.

Your work timings, benefits, job description, employment terms, and the hospital's policies. Please take the time to go through them and familiarize yourself with your new environment.

Your Annual Salary of about Rs. 6,00,000/- based on your education qualification and Experiences.

The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Best Wishes,

Koneru Vijay Kumar
Director – Charitha Sri Hospital

8/1, Ramachandrarao Rd, Rani Gari Thota,
Suryaraopeta, Governor Peta, Vijayawada,
Andhra Pradesh 520002

Tel: 092464 90917 | Email: charithasri@gmail.com

City Hospital

Medicine that touches the world.

Date:05.08.2021

Dr. KAVIYA .K
8/11, Kumaran Nagar
Alandur, Erode,
Tamilnadu

Subject: Appointment Order as Medical Officer.

Dear Sir/Madam Dr. KAVIYA .K

Congratulation on your appointment at City Hospital. You will be working with us as a **Medical Officer** starting from 05.08.2021

Your work timings, benefits, job description, employment terms, and the hospital's policies. Please take the time to go through them and familiarize yourself with your new environment.

Your Annual Salary of about Rs. 7,00,000/- based on your education qualification and Experiences.

The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Best Wishes,

Chairman

Matour Palampur Road, Opposite Sant Hyundai Showroom-
Kangra (H.P.)
Tel: 01892-260037 | city@hos.co.in

Dayanand Medical College

The Hospital of the Future, Today.

APPOINTMENT ORDER

Ref. No. 0263/DEAN/App. Ord/2021 **Date:** 13.11.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr. KEERTHI K DAS** as **Medical Officer** in our institution. Hence you are requested to join immediately.

DEAN

To
Dr. KEERTHI K DAS MBBS
1st Cross, Peter
Nagar, Coimbatore
west Tamilnadu

Civil Lines, Tagore Nagar, Ludhiana, Punjab 141001

Phone: 0161 468 8800 Email: dmchldh@glide.net.in

Ref. No. 0319/DEAN/App. Ord/2021 Date: 20.08.2021

To

Dr. KUNCHAL BALA VENKATA RAMANA RED

no 2, Plot 9

IIIrd Cross Extension,

Gandhi Nagar, Puducherry – 605 011

APPOINTMENT ORDER

With reference to your application and subsequent interview, the management is pleased to appoint you as **Medical Officer** in our institution. Hence you are requested to join immediately.

Dean

Copy Submitted to:
- The Vice-Chancellor for his kind information and approval

Copy To:
- The HOD for information
- The Central Library for information and needful
- The Account Section for information and needful
- Office copy

EAST COAST HOSPITALS

Saving Lives

From **20.08.2021**

The Chairman,
East Coast Hospital,
Puducherry.

To,

Dr. LAKSHMIPURAM VEDA SREEVIDYA
No.7 thiruvalluvar street ,
villiyanur,
Pondicherry.

Dear Dr. LAKSHMIPURAM VEDA SREEVIDYA

Subject: Appointment letter for the position of Medical Officer.

In response to your application letter to our hospital, we are delighted to make a provisional offer to appoint you as a Medical Officer.

You are selected for this job by the board of directors and expected to provide your best in this service. You will be credited a regular monthly salary (Rs. 55,000 Plus HRA) as per our discussion.

Moreover, you should have a deep analysis and understanding of all administrative hospital mechanisms. You should have good communication skills for this job. You should also be able to maintain systematic medical and employee records. We are glad to send you this offer and expect it to be approved.

Best Wishes,

Dr. N. Murugesan, MD., DNB.,
Chairman,
East Coast Hospitals.

No.1, Pichaiveerampattinam - Moolakulam Road, Paris Nagar, Marie Oulgaret, Puducherry 605010, Ph: 0413 229 7800, E-mail: ech@ech.com

ESV Hospital
Puducherry, 605004
Sethilal Nagar St, Murungapakkam,

0413 235 8085

drevs@hospital.co.in

28.11.2021

Dr. LOGESH BABU J.S
Vaigai street, (1ST Cross),
Anitha nagar,
Puducherry

Dear Sir

Subject: Appointment Order as Medical Officer

Congratulation on your appointment at ESV Hospital You will be working with us as a **Medical Officer** starting from 28.11.2021.

Your work timings, benefits, job description, employment terms and the hospital's policies will discuss in person at Executive office. Please take the time to go through them and familiarize yourself with your new environment.

The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation. Thank you

Hospital Administrative Officer

14th September 2021

DR. LOKESHWARAN .
CUDDALORE, Tamilnadu

Dear **Dr.** LOKESHWARAN .M
,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Medical Officer** in our organization. You have joined us on **14.09.2021.**

The Annual Total Employment Cost to the company would be Rs.7,00,000/- (Seven Lakhs rupees only)

The Present place of work will be at Place, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

During the probation period your services can be terminated with seven days' notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

We welcome you to The Company name family and look forward to a fruitful collaboration.

With best wishes,

APOLLO HOSPITAL

Address: Greams Lane, 21, Greams Rd, Thousand Lights, Chennai,Tamil Nadu -600006

Mail Id: apollo@hosp.com **P.NO**: 044 2829 3333

EAST COAST HOSPITALS

Saving Lives

From **15.09.2022**

The Chairman,

To,

Dr. MADHUMITHA .R

No.9 ,

villiyanur,

Pondicherry.

Dear Dr. MADHUMITHA .R

Subject: Appointment letter for the position of Medical Officer.

In response to your application letter to our hospital, we are delighted to make a provisional offer to appoint you as a Medical Officer.

You are selected for this job by the board of directors and expected to provide your best in this service. You will be credited a regular monthly salary (Rs. 55,000 Plus HRA) as per our discussion.

Moreover, you should have a deep analysis and understanding of all administrative hospital mechanisms. You should have good communication skills for this job. You should also be able to maintain systematic medical and employee records. We are glad to send you this offer and expect it to be approved.

Best Wishes,

Dr. N. Murugesan, MD., DNB.,
Chairman,
East Coast Hospitals.

No.1, Pichaiveerampattinam - Moolakulam Road, Paris Nagar, Marie Oulgaret, Puducherry 605010, Ph: 0413 229 7800, E-mail: ech@ech.com

Mount Zion Medical College Hospital

Genius In Healthcare

Ref. No. MZMCH/DEAN/App. Ord/2021 Date: 18.09.2021

To

Dr. MADHUMITHA .S

Prayagraj,

Uttar Pradesh - 221050

APPOINTMENT ORDER

With reference to your application and subsequent interview, the management is pleased to appoint you as Junior Resident in the Department of General surgery in our institution. Hence you are requested to join immediately.

DEAN

Copy Submitted to:
- The Vice-Chancellor for his kind information and approval

Copy To:
- The HOD for information
- The Central Library for information and needful
- The Account Section for information and needful
- Office copy

Address: Chayalode, Post, Enadimangalam, Kerala 691556

Phone: 04734 269 500

Mail id: mountzionmedicalcollege@yahoo.com

Ref. No. 0563/DEAN/App. Ord/2021 Date: 15.09.2021

To

Dr. MANIMAARANE .R

DHARMAPURI

Pondicherry. 605501

APPOINTMENT ORDER

With reference to your application and subsequent interview, the management is pleased to appoint you as **Medical Officer** in Department of OBG in our institution. Hence you are requested to join immediately.

Dean

Copy Submitted to:
- The Vice-Chancellor for his kind information and approval

Copy To:
- The HOD for information
- The Central Library for information and needful
- The Account Section for information and needful
- Office copy

Dayanand Medical College

The Hospital of the Future, Today.

APPOINTMENT ORDER

Ref. No. 0653/DEAN/App. Ord/2021 **Date:** 13.09.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr.** MATHIVANAN .J as **Medical Officer** in our institution. Hence you are requested to join immediately.

DEAN

To
Dr. MATHIVANAN .J
MBBS
COCHIN,KERALA

Civil Lines, Tagore Nagar, Ludhiana, Punjab 141001

Phone: 0161 468 8800 Email: dmchldh@glide.net.in

KASTURBA MEDICAL COLLEGE

Ref. No. 1009/DEAN/App. Ord/2022 Date: 09.07.2021

To

Dr. MERLIN S

KERALA –Palakkad.

APPOINTMENT ORDER

With reference to your application and subsequent interview, the management is pleased to appoint you as **Junior Resident** in the Department of **orthopedics** in our institution. Hence you are requested to join immediately.

DEAN

Copy Submitted to:
- The Vice-Chancellor for his kind information and approval

Copy To:
- The HOD for information
- The Central Library for information and needful
- The Account Section for information and needful
- Office copy

Tiger Circle Road, Madhav Nagar, Manipal, Karnataka 576104
Phone: +91 820 2922367mail id: kmcmng@manipal.edu

Sri Devaraj URS Medical College

APPOINTMENT ORDER

Ref. No. 0225/DEAN/App. Ord/2021 **Date:** 6.09.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr.** MERLINE SHEEBA .B as **Junior Resident** in the Department of **OG** in our institution. Hence you are requested to join immediately.

DEAN

To MERLINE SHEEBA .B

Dr. MBBS

No.4, Murugan street,

Sakthi Nagar, Tamilnadu -

623504

Copy To:

- The HOD for information
- Office copy

Address: Tamaka, Kolar, Karnataka 563101

Mail Id: principal@sdumc.ac.in **P.No: 081526 49208**

LOKMANYA TILAK MUNICIPAL MEDICAL COLLEGE

Ref. No. 2555/DEAN/App. Ord/2021 Date: 16.09.2021

To

Dr. MOHAN .B

Tilak Nagar, Road No.5 Post, west

Tripura – 799003.

APPOINTMENT ORDER

With reference to your application and subsequent interview, the management is pleased to appoint you as **Tutor** in the Department of physiology in our institution. Hence you are requested to join immediately.

DEAN

Copy Submitted to:
- The Vice-Chancellor for his kind information and approval

Copy To:
- The HOD for information
- The Central Library for information and needful
- The Account Section for information and needful
- Office c

RB2 Central Railway Quarters, Sion West, Sion, Mumbai, Maharashtra 400022
Ph: 022 2407 6381 E-mail: stenodeanl.gmail.com

MGM MEDICAL COLLEGE & HOSPITAL
JAMSHEDPUR

APPOINTMENT ORDER

Ref. No. 0784/DEAN/App. Ord/2021 Date: 10.07.2021

With reference to your application and subsequent interview, the management is pleased to appoint Dr. MOHIT BHARDWAJ as Junior Resident in the Department of pediatrics in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. MOHIT BHARDWAJ MBBS

No.17, Bharathidasan Street,

Lawspet, Pondicherry

Copy To:

- The HOD for information
- Office copy

M.G.M. MEDICAL COLLEGE JAMSHEDPUR

Address:
Gate No. 2, MGM Campus, N-6, Cidco, Aurangabad, Maharashtra 431003

Phone (Enquiry): 0240 648 2000

Mail id: vc@mgmuhs.com

NO. 15, ECR, LAWSPET, GREEN GARDENS, PONDICHERRY- 008
PH: +91 9698 300 300,
EMAIL: bewell@hospital.co.in

APPOINTMENT ORDER

Dear Dr. MONISHA . S**, MBBS**

The Management Pleased to Appoint you as a Medical Officer in Be Well Hospital, Puducherry. You will be working with us as a **Medical Officer** starting from 27.09.2021.

Your work timings, benefits, job description, employment terms, and the hospital's policies. Please take the time to go through them and familiarize yourself with your new environment.

Your Annual Salary of about Rs. 8,00,000/- based on your education qualification and Experiences.

The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Best Wishes,

Dr. C. J. Vetrievel
Founder & CMD
Puducherry.

Karpagam Faculty of Medical Sciences and Research

Ref. No. 758/DEAN/App. Ord/2021 Date: 19.10.2021

To

Dr. MONISHDEVI .N

Flat D2, Plot 9, 1st Street,

IIIrd Cross Extension,

Bangalore.

APPOINTMENT ORDER

With reference to your application and subsequent interview, the management is pleased to appoint you as **Junior Resident** in the Department of **Emergency Medicine** in our institution. Hence you are requested to join immediately.

DEAN

Copy Submitted to:
- The Vice-Chancellor for his kind information and approval

Copy To:
- The HOD for information
- The Central Library for information and needful
- The Account Section for information and needful
- Office copy

Address: NH 83, Othakalmandapam, Tamil Nadu 641032

Contact No: 0422-2904453 mail id:

Jawahar Medical Foundation's
Annasaheb Chudaman Patil Memorial Medical College & Hospital
Dhule,Maharashtra

Email: info@acpmjmf.com

Website:
https://jmfacpm.com/default.aspx

Ref. No. /DEAN/App. Ord/2021 Date: 16.09.2021

To

Dr. MOUNIKA .A

2, IIIrd Cross Extension,

Elango Nagar, Puducherry – 605 011

APPOINTMENT ORDER

With reference to your application and subsequent interview, the management is pleased to appoint you as **Junior Resident** in the Department of **General medicine** in our institution. Hence you are requested to join immediately.

DEAN

JMFS A.C.P.M. MEDICAL COLLEGE & HOSPITAL DHULE

Copy Submitted to:
- The Vice-Chancellor for his kind information and approval

Copy To:
- The HOD for information
- The Central Library for information and needful
- The Account Section for information and needful
- Office copy

EAST COAST HOSPITALS

Saving Lives

From **5.9.2021**

222222211

The Chairman,
East Coast Hospital,
Puducherry.

To,

Dr. **MOUNIKA.B**

No.7 thiruvalluvar street ,
villiyanur,
Pondicherry.

Dear Dr. **MOUNIKA.B**

Subject: Appointment letter for the position of Medical Officer.

In response to your application letter to our hospital, we are delighted to make a provisional offer to appoint you as a Medical Officer.
You are selected for this job by the board of directors and expected to provide your best in this service. You will be credited a regular monthly salary (Rs. 55,000 Plus HRA) as per our discussion.
Moreover, you should have a deep analysis and understanding of all administrative hospital mechanisms. You should have good communication skills for this job. You should also be able to maintain systematic medical and employee records. We are glad to send you this offer and expect it to be approved.

Best Wishes,

Dr. N. Murugesan, MD., DNB.,
Chairman,
East Coast Hospitals.

No.1, Pichaiveerampattinam - Moolakulam Road, Paris Nagar, Marie Oulgaret, Puducherry 605010, Ph: 0413 229 7800, E-mail: ech@ech.com

KARUNA MEDICAL COLLEGE
"And when i am ill, it is he who cures me"

Address : Vilayodi-Vembra Rd, Chittur-Thathamangalam, Kerala 678103
Phone: 04923 221 050 **mail id:** karunamedicalcollege.hrd@gmail.com

APPOINTMENT ORDER

Ref. No. 1202/DEAN/App. Ord/2021 **Date:** 23.9.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr MUHAMMAD SHEBIN** as **Junior Resident** in the Department of **Microbiology** in our institution. Hence you are requested to join immediately.

DEAN.

Copy To:

- The HOD for information
- Office copy

KIMS HEALTH HOSPITAL

Healthy people, Outstanding care

Date: SEPTEMBER 23, 2021

Dr. NAMITA YADAV
35 CROSS, BIHAR,209652.

Subject: Appointment as Medical Officer

Dear Sir/Madam **Dr. NAMITA YADAV.**

Congratulation on your appointment at AP Kims Health Hospital You will be working with us as a **Medical Officer** starting from 23.09.2022. Your work timings, benefits, job description, employment terms and the hospital's policies will discuss in person at Executive office. Please take the time to go through them and familiarize yourself with your new environment. The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Yours Sincerely,

Dr. Bhaskar Rao Bollineni
Founder – Kims Health Hospital

Address:
Address: 1, Vinod Nagar Rd, Anayara, Thiruvananthapuram, Kerala 695029
Telephone: 0471 294 1400 **mail id: health@kims.com**

Dayanand Medical College

The Hospital of the Future, Today.

APPOINTMENT ORDER

Ref. No. 0345/DEAN/App. Ord/2021 **Date:** 13.09.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr. NAMRATA GHORAI** as **Medical Officer** in our institution. Hence you are requested to join immediately.

DEAN

To
Dr. NAMRATA GHORAI,MBBS
1st Cross, HOWRAH,KOLKATA,WEST BENGAL

Civil Lines, Tagore Nagar, Ludhiana, Punjab 141001

Phone: 0161 468 8800 Email: dmchldh@glide.net.in

Grant Medical College

Always Caring. Always Here

APPOINTMENT ORDER

Ref. No. 0455/DEAN/App. Ord/2021 **Date:** 15.09.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr. NANDU ARAVIND** as **Medical Officer** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. NANDU ARAVIND,MBBS
5TH CROSS,KORAMANGLA,Banglore
Karnataka

Copy To:

- The HOD for information
- Office copy

J Marg, Nagpada, Mumbai Central, Mumbai, Maharashtra 400008 Phone: **022 2373 5555 deangmcjjh@gmail.com**

Health Hospitals

Address: Prakasam Rd, Ganganamma Peta, Ramalingeswara Pet, Tenali, Andhra Pradesh 522201

Date: February 12, 2022

Dr. NEITOUNUO MARY PIENYII

IMPHAL,MANIPUR 795001

Subject: Appointment as Medical Officer

Dear Sir/Madam Dr. NEITOUNUO MARY PIENYII

Congratulation on your appointment at Health Hospital You will be working with us as a Medical Officer starting from 12.02.2022. Your work timings, benefits, job description, employment terms and the hospital's policies will discuss in person at Executive office. Please take the time to go through them and familiarize yourself with your new environment. The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Yours Sincerely

Chairman

Ph: 08644 - 222229, 226060 **mail id:** health@gmail.com

City Hospital

Medicine that touches the world.

Date:05.09.2021

Dr. NEELU.S.P

8/11, MG Nagar
BANGLORE,KARNATAKA

Subject: Appointment Order as Medical Officer.

Dear Sir/Madam Dr. NEELU.S.P

Congratulation on your appointment at City Hospital. You will be working with us as a **Medical Officer** starting from 05.08.2021

Your work timings, benefits, job description, employment terms, and the hospital's policies. Please take the time to go through them and familiarize yourself with your new environment.

Your Annual Salary of about Rs. 7,00,000/- based on your education qualification and Experiences.

The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Best Wishes,

Chairman

Matour Palampur Road, Opposite Sant Hyundai Showroom-
Kangra (H.P.)
Tel: 01892-260037 | city@hos.co.in

KIMS HEALTH HOSPITAL

Healthy people, Outstanding care

Date: SEPTEMBER 23, 2021

Dr. NIKITA VERMA
NOIDA,DELHI NCR

Subject: Appointment as Medical Officer

Dear Sir/Madam **Dr. NIKITA VERMA**

Congratulation on your appointment at AP Kims Health Hospital You will be working with us as a **Medical Officer** starting from 23.12.20. Your work timings, benefits, job description, employment terms and the hospital's policies will discuss in person at Executive office. Please take the time to go through them and familiarize yourself with your new environment. The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Yours Sincerely,

Dr. Bhaskar Rao Bollineni
Founder – Kims Health Hospital

Address:
Address: 1, Vinod Nagar Rd, Anayara, Thiruvananthapuram, Kerala 695029
Telephone: 0471 294 1400 **mail id: health@kims.com**

PACHKARIYA HOSPITAL

Address: PR58+F89, Tarikere, Karnataka 577228

Phone: +91 (863) 454-54-43 Mail id: pachkariya.hosp@gmail.com

07.09.2021

Dr. PARTHASARATHY

100 FEET RING ROAD
BANASHANKARI 2ND STAGE
BANGALORE , KARNATAKA

Dear Sir

Subject: Appointment Order as Medical Officer

Congratulation on your appointment at Pachkariya Hospital You will be working with us as a **Medical Officer** starting from 07.09.2021.

Your work timings, benefits, job description, employment terms and the hospital's policies will discuss in person at Executive office. Please take the time to go through them and familiarize yourself with your new environment.

The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation. Thank you

Hospital Administrative Officer

Rajagiri Hospital

Address: Near GTN Junction, Chunangamvely Aluva, Kochi, Kerala 683112
Phone: 0484 290 5000

Date: 06.08.2021

Dr PATILNAMRATA YASHANAND
No.65/1, Munusamy Street,
KOCHI, KERALA

Subject: Appointment Order as Medical Officer.

Dear Sir/Madam

Dr PATIL NAMRATA YASHANAND

Congratulation on your appointment at Rajagiri Hospital. You will be working with us as a **Medical Officer** starting from 06.08.2021.

Your work timings, benefits, job description, employment terms, and the hospital's policies. Please take the time to go through them and familiarize yourself with your new environment.

Your Annual Salary of about Rs. 7,00,000/- based on your education qualification and Experiences.

The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Best Wishes,

Johnson Vazhappilly CMI

Founder – Rajagiri Hospital, Kerala

Yenepoya Specialty Hospital

Better Care and Better Understanding

Date: September 24 2021

Dr. PAVETHRA .A
45, 7TH CROSS, Malleshwaram
Bangalore, karnataka

Subject: Appointment as Medical Officer

Dear Sir/Madam **Dr.** PAVETHRA .A

Congratulation on your appointment at Yenepoya Specialty Hospital You will be working with us as a **Medical Officer** starting from 25.07.2021. Your work timings, benefits, job description, employment terms and the hospital's policies will discuss in person at Executive office. Please take the time to go through them and familiarize yourself with your new environment. The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Yours Sincerely,

Mr. Y. Abdulla Kunhi
Founder – Chairman Yenepoya Specialty Hospital

Address: KSR Road, Opp Bishop's House, Kodailbail, Mangaluru, Karnataka 575003

Phone: 0824 423 8855

mail id- ukrhopspital@yahoo.co.in

BIRRD HOSPITAL
Giving the Joy of Movement

BIRRD trust hospital

SVIMS Campus, Nursing College Rd, Sri Padmavati Mahila
Visvavidyalayam, Tirupati, Andhra Pradesh 517507

APPOINTMENT ORDER

Date: August 30, 2021

DR. POOJA KUMARI
#2, 11th cross
Tirupati.

Subject: Appointment as Medical Officer

Dear Sir/Madam **Dr. . POOJA KUMARI**

Congratulation on your appointment at **BIRRD Trust Hospital** You will be working with us as a **Medical Officer** starting from **30.8.2021**. Your work timings, benefits, job description, employment terms and the hospital's policies will discuss in person at Executive office. Please take the time to go through them and familiarize yourself with your new environment. The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Yours Sincerely,

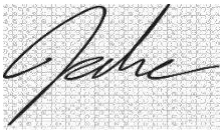

Founder – Chairman , AP

Phone: 0877 226 4619 **Mail Id:** birrd.hosp@gmail.com

HOLY GHOST MISSION HOSPITAL
MUTTUCHIRA

Appointment Order

25.09.2021

To,
Dr. PRADEEP .T

No.43, kottayam
Neralur, kerala

Dear Ma'am/Sir,

Subject: Appointment letter for the position of Hospital Administration Manager cum Medical Officer.

In response to your application letter to our Holy Ghost Misson Hospital, we are delighted to make a provisional offer to appoint you as a Hospital Administration Manager cum Medical Officer

Nowadays, hospitals need a perfect administration to maintain a smooth and developed health service. You are selected for this job by the board of directors and expected to provide your best in this service. You will be credited a regular annual salary (9 lakh) as per our discussion.

In this profession, you will be responsible for using your organizing and leadership skills to oversee employees and securing compliance with proper policies and management.

Moreover, you should have a deep analysis and understanding of all administrative hospital mechanisms. You should have good communication skills for this job.

You should also be able to maintain systematic medical and employee records. Monitoring administrative staff's performance, training the new employees will also be added to your job descriptions.

Best Wishes,

Chairman – Founder

Address: *Muttuchira, Kottayam, Kerala 686613*
Phone: *04829 216 600*
Mail id: *holyghost@mission.hosp.com*

Appointment Order

23.10.2021

To,
Dr RADHIKA .C

#45 , 3RD CROSS MC road
kerala

Dear Ma'am/Sir,

Subject: Appointment letter for the position of Hospital Administration Manager cum Medical Officer.

In response to your application letter to our Matha Hospital, Kerala we are delighted to make a provisional offer to appoint you as a Hospital Administration Manager cum Medical Officer

Nowadays, hospitals need a perfect administration to maintain a smooth and developed health service. You are selected for this job by the board of directors and expected to provide your best in this service. You will be credited a regular annual salary (8 lakh + HRA) as per our discussion.

In this profession, you will be responsible for using your organizing and leadership skills to oversee employees and securing compliance with proper policies and management.

Moreover, you should have a deep analysis and understanding of all administrative hospital mechanisms. You should have good communication skills for this job.

You should also be able to maintain systematic medical and employee records. Monitoring administrative staff's performance, training the new employees will also be added to your job descriptions.

Best Wishes,

Founder - CEO

Address: MC Road, Thellakom (P.O), Kottayam, Kerala - 686630

Phone: 9400792500

Email: mathahos@gmail.com

PRK Hospitals

Address: Sy No - 360, No - 5/4 -12-16, NH65, Chanda Nagar, Hyderabad, Telangana 500 050
Phone: 040 6830 6830 **mail id:** prk.hospital@gmail.com

APPOINTMENT LETTER

14 November 2022

Dr. RAJASHREE .M

No.15, CHANDANAGAR, TELANGANA

Dear **Dr RAJASHREE .M**

With reference to your application and subsequent interview with us, we are pleased to appoint you as Medical Office in our organization on the following terms and conditions.

Date of Joining: You have joined us on 14.11.2022.

Salary: Your Annual Total Employment Cost to the company would be Ten Lakh rupees only the details of which is been given in the Annexure attached below.

Probation/Confirmation: You will be on a probation period for the Six months. Based on your performance your services will be confirmed with the company in written after six months.

During the probation period your services can be terminated with seven days' notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

We welcome you to The Company name family and look forward to a

fruitful collaboration. With best wishes,

AMMA
CHILDREN HOSPITAL

APPOINTMENT ORDER

Ref. No. 2022/DEAN/App.Ord/2021 **Date:** 23.11.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr.** RAJAT TYAGI as **Medical Officer** in our institution. Hence you are requested to join immediately.

DEAN

To

DR. RAJAT TYAGI, MBBS

ERODE,
Salem

Copy To:

- The HOD for information
- Office copy

Address18-2-139A, Rayalaseema Public School Rd, beside Rayalaseema Public School, Ashok Nagar, Korlagunta, Tirupati, Andhra Pradesh 517501
Mail Id: ammachildrenshospital@gmail.com **Phone: 0877 225 5550**

Karpagam Faculty of Medical Sciences and Research

Ref. No. 1758/DEAN/App. Ord/2021 Date: 19.10.2021

To

Dr RAMAPRIYA .M

Flat D2, Plot 9, 1st Street,

IIIrd Cross Extension,

TAMILNADU/

APPOINTMENT ORDER

With reference to your application and subsequent interview, the management is pleased to appoint you as **MEDICAL OFFICER** in our institution. Hence you are requested to join immediately.

DEAN

Copy Submitted to:
- The Vice-Chancellor for his kind information and approval

Copy To:
- The HOD for information
- The Central Library for information and needful
- The Account Section for information and needful
- Office copy

Address: NH 83, Othakalmandapam, Tamil Nadu 641032

Contact No: 0422-2904453 mail id:

Aayushman Hospital

Appointment Order

Date: July 08, 2021

Dr. RIYAS AHAMED .M
48 3RD CROSS SIVA NAGAR
Puducherry

Subject: Appointment as Medical Officer

Dear Sir/Madam **Dr. RIYAS AHAMED .M**

Congratulation on your appointment at Aayushman Hospital You will be working with us as a **Medical Officer** starting from 08.07.2021. Your work timings, benefits, job description, employment terms and the hospital's policies will discuss in person at Executive office. Please take the time to go through them and familiarize yourself with your new environment. The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Yours Sincerely,

Mustafa Deshmukh,
Founder – Chairman , AP

Address: Address: 45/142 A1, Venkataramana Colony,, Kurnool, Andhra Pradesh 518003

Phone: 085182 54004

Email: aayushman@hospital.co.in

Dr.M.G.R.
EDUCATIONAL AND RESEARCH INSTIUTE
(Deemed to be University)
A.C.S. Medical College and Hospital

APPOINTMENT ORDER

Ref. No. 0436/DEAN/App.Ord/2021 **Date:** 23.11.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr. RUCHI YADAV** as **Medical Officer** in our institution. Hence you are requested to join immediately.

DEAN

To

RUCHI YADAV

Copy To:

- The HOD for information
- Office copy

Address: Poonamallee High Rd, Velappanchavadi, Chennai, Tamil Nadu 600077
Mail Id: dean@acs.edu.in **Phone:** 044 6457 0316

Date: 08.07.2021

DR RUPESH RANJAN

Aditya Apartment,
punjagutta road,
Hyderabad,Telangana.

Subject: Appointment Order as Medical Officer.

Dear Sir/Madam DR. RUPESH RANJAN

Congratulation on your appointment at Aditya Hospital. You will be working with us as a **Medical Officer** starting from 08.07.2021

Your work timings, benefits, job description, employment terms, and the hospital's policies. Please take the time to go through them and familiarize yourself with your new environment.

Your Annual Salary of about Rs. 7,00,000/- based on your education qualification and Experiences.

The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Best Wishes,

Kishore Tulla
Founder – Aditya Hospital, Telangana

Address: #4-1-16, Boggulakunta, Tilak road Abids,
Hyderabad – 500001, Telangana.

Phone: 040-41424344 Email: aditya@hosp.co.in

AMARA HOSPITAL

05.08.2021

From
The Chairman,
Amara Hospital,
Andhra Pradesh.

To,
DR SAI PRAVAN KUMAR .B

No.10, Second Cross,
Mehdipatnam Andhra Pradesh.

Dear Dr. SAI PRAVAN KUMAR .B

Subject: Appointment letter for the position of Junior Resisdent in Medicine.

In response to your application letter to our hospital, we are delighted to make a provisional offer to appoint you as a Junior Resident in Medicine.
You are selected for this job by the board of directors and expected to provide your best in this service. You will be credited a regular monthly salary (Rs. 55,000 Plus HRA) as per our discussion. Moreover, you should have a deep analysis and understanding of all administrative hospital mechanisms. You should have good communication skills for this job. You should also be able to maintain systematic medical and employee records.

We are glad to send you this offer and expect it to be approved.

Congratulations!

Chairman - Founder

Address: NH.716, Karakambadi Rural,
Andhra Pradesh – 517 520.
Phone No.: 079939 33777
Email: amarahosp@yahoo.com

ANUPAMA
HOSPITAL
we care

APPOINTMENT LETTER

05th JULY 2022

Dr. SAJUTI DEY
No. 87-19, Elango Nagar, Ariyyankuppam,
Puducherry

Dear **Dr.** SAJUTI DEY

With reference to your application and subsequent interview with us, we are pleased to appoint you as Medical Office in our organization on the following terms and conditions.

Date of Joining: You have joined us on 05th JULY 2022.

Salary: Your Annual Total Employment Cost to the company would be seven Lakh rupees only the details of which is been given in the Annexure attached below.

Probation/Confirmation: You will be on a Probation period for the Six months. Based on your performance your services will be confirmed with the company in written after six months.

During the probation period your services can be terminated with seven days' notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

We welcome you to The Company name family and look forward to a fruitful

collaboration. With best wishes,

Anupama Hospitals, 6th Phase, JNTU Road, KPHB Colony,
Kukatpally, Hyderabad-500072.
+91-8100001919
anupama@anu.care.com

14th September 2021

DR. SINGAMSETTY SANDEEP

47/258, Kumarankundram,
Chrompet, Chennai, Tamilnadu

Dear **Dr.** SINGAMSETTY SANDEEP

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Medical Officer** in our organization. You have joined us on **14.09.2021.**

The Annual Total Employment Cost to the company would be Rs.7,00,000/- (Seven Lakhs rupees only)

The Present place of work will be at Place, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

During the probation period your services can be terminated with seven days' notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

We welcome you to The Company name family and look forward to a fruitful collaboration.

With best wishes,

APOLLO HOSPITAL

Address: Greams Lane, 21, Greams Rd, Thousand Lights, Chennai,Tamil Nadu -600006

Mail Id: apollo@hosp.com **P.NO**: 044 2829 3333

NO. 15, ECR, LAWSPET, GREEN GARDENS, PONDICHERRY- 008
PH: +91 9698 300 300,
EMAIL: bewell@hospital.co.in

APPOINTMENT ORDER

Dear DR SINGAMSETTY SRINIVAS

The Management Pleased to Appoint you as a Medical Officer in Be Well Hospital, Puducherry. You will be working with us as a **Medical Officer** starting from 27.07.2022.

Your work timings, benefits, job description, employment terms, and the hospital's policies. Please take the time to go through them and familiarize yourself with your new environment.

Your Annual Salary of about Rs. 6,00,000/- based on your education qualification and Experiences.

The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Best Wishes,

Dr. C. J. Vetrievel
Founder & CMD
Puducherry.

City Hospital

Medicine that touches the world.

Date:05.08.2021

Dr. VENKAT SRI RANGAN.P.B

8/11, Kumaran Nagar
Alandur, Erode,
Tamilnadu

Subject: Appointment Order as Medical Officer.

Dear Sir/Madam Dr. VENKAT SRI RANGAN.P.B

Congratulation on your appointment at City Hospital. You will be working with us as a **Medical Officer** starting from 05.08.2021

Your work timings, benefits, job description, employment terms, and the hospital's policies. Please take the time to go through them and familiarize yourself with your new environment.

Your Annual Salary of about Rs. 8,00,000/- based on your education qualification and Experiences.

The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Best Wishes,

Chairman

Matour Palampur Road, Opposite Sant Hyundai Showroom-
Kangra (H.P.)
Tel: 01892-260037 | city@hos.co.in

ESV Hospital
Puducherry, 605004
Sethilal Nagar St, Murungapakkam,

0413 235 8085

drevs@hospital.co.in

20.11.2021

Dr. KEERTHANA K
Vaigai street, (1ST Cross),
Anitha nagar,
Puducherry

Dear Sir

Subject: Appointment Order as Medical Officer

Congratulation on your appointment at ESV Hospital You will be working with us as a **Medical Officer** starting from 20.11.2021.

Your work timings, benefits, job description, employment terms and the hospital's policies will discuss in person at Executive office. Please take the time to go through them and familiarize yourself with your new environment.

The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation. Thank you

Hospital Administrative Officer

ANUPAMA
HOSPITAL
we care

APPOINTMENT LETTER

25th october 2021

Dr. MD ALTAF KHAN.
Plot no 78 chetti street iyyankuttipalayam
Puducherry

Dear **Dr. MD ALTAF KHAN**

With reference to your application and subsequent interview with us, we are pleased to appoint you as Medical Office in our organization on the following terms and conditions.

Date of Joining: You have joined us on 25th october 2021.

Salary: Your Annual Total Employment Cost to the company would be Five Lakh rupees only the details of which is been given in the Annexure attached below.

Probation/Confirmation: You will be on a Probation period for the Six months. Based on your performance your services will be confirmed with the company in written after six months.

During the probation period your services can be terminated with seven days' notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

We welcome you to The Company name family and look forward to a fruitful collaboration.

With best wishes,

Anupama Hospitals, 6th Phase, JNTU Road, KPHB Colony,
Kukatpally, Hyderabad-500072.
+91-8100001919
anupama@anu.care.com

Dr.M.G.R.
EDUCATIONAL AND RESEARCH INSTITUTE
(Deemed to be University)
A.C.S. Medical College and Hospital

APPOINTMENT ORDER

Ref. No. 0526/DEAN/App.Ord/2021 **Date:** 23.11.2021

With reference to your application and subsequent interview, the management is pleased to appoint **DR PRAYANK PRADEEP HISHIKAR** as **Senior Resident** in our institution. Hence you are requested to join immediately.

DEAN

To

DR PRAYANK PRADEEP HISHIKAR

Erode,

Salem

Copy To:

- The HOD for information
- Office copy

Address: Poonamallee High Rd, Velappanchavadi, Chennai, Tamil Nadu 600077
Mail Id: dean@acs.edu.in **Phone:** 044 6457 0316

Grant Medical College

Always Caring. Always Here

APPOINTMENT ORDER

Ref. No. 5654/DEAN/App. Ord/2021 **Date:** 15.08.2021

With reference to your application and subsequent interview, the management is pleased to appoint **DR SAGAR JAIPURIAR** as **Senior Resident** in Department of **ORTHOPAEDICS** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. SAGAR JAIPURIAR

Bangalore

Karnataka

Copy To:

- The HOD for information
- Office copy

J Marg, Nagpada, Mumbai Central, Mumbai, Maharashtra 400008 Phone: **022 2373 5555 deangmcjjh@gmail.com**

14th September 2021

DR. JAVID ANSARI . M,
48/258, Kumarankundram,
Chrompet, Chennai, Tamilnadu

Dear **DR. JAVID ANSARI . M,**

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Senior Resident** in the Department of **ORTHOPAEDICS** in our organization. You have joined us on **14.09.2021.**

The Annual Total Employment Cost to the company would be Rs.7,00,000/- (Seven Lakhs rupees only)

The Present place of work will be at Place, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

During the probation period your services can be terminated with seven days' notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

We welcome you to The Company name family and look forward to a fruitful collaboration.

With best wishes,

APOLLO HOSPITAL

Address: Greams Lane, 21, Greams Rd, Thousand Lights, Chennai,Tamil Nadu -600006

Mail Id: apollo@hosp.com **P.NO**: 044 2829 3333

Sree Balaji Medical College and Hospital

Address: 7, CLC Works Rd, Shankar Nagar, Chromepet, Chennai, 600044

Mail Id: **sbmch@gmail.com** **P.No:** **044 4291 1000**

APPOINTMENT ORDER

Ref. No. 06980/DEAN/App. Ord/2021 **Date:** 20.08.2021

With reference to your application and subsequent interview, the management is pleased to appoint **DR BHUTADA YASH OMPRAKASH** as **Senior Resident** in the Department of **General Medicine** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. BHUTADA YASH OMPRAKASH MD

2nd cross street, Moolakulam,

Puducherry

Copy To:

- The HOD for information
- Office copy

MEDICAL COLLEGE & HOSPITAL
JAMSHEDPUR

APPOINTMENT ORDER

Ref. No. 8984/DEAN/App. Ord/2021 Date: 10.09.2021

With reference to your application and subsequent interview, the management is pleased to appoint DR PARITOSH DAHIYA as Senior Resident in the Department of RADIO DIAGNOSIS in our institution. Hence you are requested to join immediately.

DEAN

To
Dr. PARITOSH DAHIYA
No.19, Bharathidasan Street,

Lawspet, Pondicherry

Copy To:

- The HOD for information
- Office copy

Phone (Enquiry): 0240 648 2000

Mail id: vc@mgmuhs.com

Sri Venkateswara Multispeciality Hospital

APPOINTMENT LETTER

Dr. RUSHDINA MITHRAN K **13.08.2021**
Chennai.

Dear **Dr. Selvasrinivasan.B**

With reference to your application and subsequent interview with us, we are pleased to appoint you as Senior resident in the department of RADIO DIAGNOSIS in our organization on the following terms and conditions.

Date of Joining: You have joined us on 13.08.2021.

Salary: Your Annual Total Employment Cost to the company would be Five Lakh rupees onlythe details of which is been given in the Annexure attached below.

Probation/Confirmation: You will be on a probation period for the Six months. Based on your performance your services will be confirmed with the company in written after six months.

During the probation period your services can be terminated with seven days' notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

We welcome you to The Company name family and look forward to a fruitful collaboration.

With best wishes,

Address: Kharmanghat X Road, Hyderabad, King Koti, Hyderabad – 500001

Mail Id: svmsh@au.in **P.No**: +91 (40) 392-944-64

Yenepoya
Specialty Hospital

Better Care and Better Understanding

Date: october 25, 2021

Dr. **NIVEDITHA NARAYAN NAIK**

Villupuram

Subject: Appointment as Senior Resident in department of RADIO DIAGNOSIS

Dear Sir/Madam **Dr. NIVEDITHA NARAYAN NAIK**

Congratulation on your appointment at Yenepoya Specialty Hospital You will be working with us as a **Senior resident** starting from 25.10.2021. Your work timings, benefits, job description, employment terms and the hospital's policies will discuss in person at Executive office. Please take the time to go through them and familiarize yourself with your new environment. The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Yours Sincerely,

Mr. Y. Abdulla Kunhi
Founder – Chairman Yenepoya Specialty Hospital

Address: KSR Road, Opp Bishop's House, Kodailbail, Mangaluru, Karnataka 575003

Phone: 0824 423 8855

mail id- ukrhopspital@yahoo.co.in

Aayushman Hospital

Appointment Order

Date: June 08.08.2021

Dr. NASRIN M I
Puducherry

Subject: Appointment as Medical Officer

Dear Sir/Madam Dr. **NASRIN M I**

Congratulation on your appointment at Aayushman Hospital You will be working with us as a **Senior Resident** starting from 08.08.2021. Your work timings, benefits, job description, employment terms and the hospital's policies will discuss in person at Executive office. Please take the time to go through them and familiarize yourself with your new environment. The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Yours Sincerely,

Mustafa Deshmukh,
Founder – Chairman , AP

Address: Address: 45/142 A1, Venkataramana Colony,, Kurnool, Andhra Pradesh 518003

Phone: 085182 54004

Email: aayushman@hospital.co.in

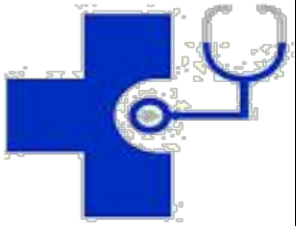

Sri Devaraj URS Medical College

APPOINTMENT ORDER

Ref. No. 0295/DEAN/App. Ord/2021 **Date:** 6.09.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr. SIVAPRAGASAM R** as **Senior Resident** in the Department of COMMUNITY MEDICINE in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. **SIVAPRAGASAM R**

No.4, Murugan street,

Sakthi Nagar, Tamilnadu -

623504

Copy To:

- The HOD for information
- Office copy

Address: **Tamaka, Kolar, Karnataka 563101**

Mail Id: principal@sdumc.ac.in **P.No:** 081526 49208

Dayanand Medical College

The Hospital of the Future, Today.

APPOINTMENT ORDER

Ref. No. 0253/DEAN/App. Ord/2021 **Date:** 13.11.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr. PONMALAR M** as **Senior Resident** in Department of **COMMUNITY MEDICINE** in our institution. Hence you are requested to join immediately.

DEAN

To
Dr. PONMALAR M
1st Cross, Peter
Nagar, jamshedpur

Civil Lines, Tagore Nagar, Ludhiana, Punjab 141001

Phone: 0161 468 8800 Email: dmchldh@glide.net.in

SRM Medical College Hospital & Research Centre

Address: Irungalur Village, Manachannallur, Taluk, near Toll Booth,
Tiruchirappalli, Tamil Nadu 621105
Phone: 0431 225 8738 mail id: Dean.medical.ktr@srmist.edu.in

APPOINTMENT ORDER

Ref. No. 5524/DEAN/App. Ord/2021 **Date:** 07.09.2021

With reference to your application and subsequent interview, the

management is pleased to appoint **Dr. MOHAMMED SIYAD ABDUL SALAM** as **Senior Resident** in the department of **ENT** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. MOHAMMED SIYAD ABDUL SALAM

Lawspet,Puducherry.

Copy To:

- The HOD for information
- Office copy

ANUPAMA
HOSPITAL
we care

APPOINTMENT LETTER

09th october 2022

Dr. PLIWAL PRANAV NANDKUMAR
No. 87-19, moon city
Ranchi

Dear **Dr. PLIWAL PRANAV NANDKUMAR.**

With reference to your application and subsequent interview with us, we are pleased to appoint you as Senior Resident in the Department of RADIO DIAGNOSIS in our organization on the following terms and conditions.

Date of Joining: You have joined us on 09th october 2022.

Salary: Your Annual Total Employment Cost to the company would be Five Lakh rupees only the details of which is been given in the Annexure attached below.

Probation/Confirmation: You will be on a Probation period for the Six months. Based on your performance your services will be confirmed with the company in written after six months.

During the probation period your services can be terminated with seven days' notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service.

We welcome you to The Company name family and look forward to a fruitful collaboration.

With best wishes,

Anupama Hospitals, 6th Phase, JNTU Road, KPHB Colony,
Kukatpally, Hyderabad-500072.
+91-8100001919
anupama@anu.care.com

Grant Medical College

Always Caring. Always Here

APPOINTMENT ORDER

Ref. No. 0634/DEAN/App. Ord/2021 **Date:** 30.09.2021

With reference to your application and subsequent interview, the management is pleased to appoint **Dr. NIDHI BAJIYA** as **Senior Resident** in the department of **RADIO DIAGNOSIS** in our institution.

Hence you are requested to join immediately.

DEAN

To

Dr. NIDHI BAJIYA

2nd kotti street main road
Kolkata

Copy To:

- The HOD for information
- Office copy

J Marg, Nagpada, Mumbai Central, Mumbai, Maharashtra
400008 Phone: 022 2373 5555 deangmcjjh@gmail.com

KASTURBA MEDICAL COLLEGE

Ref. No. 13969/DEAN/App. Ord/2022 Date: 09.08.2021

To

DR.VIBHUNANDAN M L

APPOINTMENT ORDER

With reference to your application and subsequent interview, the management is pleased to appoint you as **Senior Resident** in the Department of **RADIO DIAGNOSIS** in our institution. Hence you are requested to join immediately.

DEAN

Copy Submitted to:
- The Vice-Chancellor for his kind information and approval

Copy To:
- The HOD for information
- The Central Library for information and needful
- The Account Section for information and needful
- Office copy

Tiger Circle Road, Madhav Nagar, Manipal, Karnataka 576104
Phone: +91 820 2922367mail id: kmcmng@manipal.edu

Sree Balaji Medical College and Hospital

Address: 7, CLC Works Rd, Shankar Nagar, Chromepet, Chennai, 600044

Mail Id: sbmch@gmail.com **P.No:** 044 4291 1000

APPOINTMENT ORDER

Ref. No. 0890/DEAN/App. Ord/2021 **Date:** 26.8.2021

With reference to your application and subsequent interview, the management is pleased to appoint **DR.SHAHITHA BANU.R** as **Senior Resident** in the Department of **RADIO DIAGNOSIS** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr. **SHAHITHA BANU.R MD**

3/91, second cross st,

Puducherry

Copy To:

- The HOD for information
- Office copy

SAVEETHA
MEDICAL COLLEGE AND HOSPITAL

APPOINTMENT ORDER

Ref. No. 2166/DEAN/App. Ord/2022 **Dr.SREE SUGANYA**.**M Date:** 14.08.2021 With reference to your application and subsequent interview, the management is pleased to appoint **Dr. MANO YESHWANTH DEV.M** as **Senior Resident** in the Department of **MS ORTHOPAEDICS** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr.SREE SUGANYA.

No.02, Balaji Avenue,

G.N. Mills,

Coimbatore - 641029

Copy To:

- The HOD for information
- Office copy

Address: Saveetha Nagar, Thandalam, Chennai Bengaluru, NH 48, Chennai, Tamil Nadu 602105

Phone: 044 6672 6611 **Mail Id: info.smc@saveetha.com.**

KASTURBA MEDICAL COLLEGE

Ref. No. 10554/DEAN/App. Ord/2022 Date: 01.03.2022

To

Dr. SARATH KUMAR

Bangalore .

APPOINTMENT ORDER

With reference to your application and subsequent interview, the management is pleased to appoint you as **Senior Resident** in the Department of **orthopedics** in our institution. Hence you are requested to join immediately.

DEAN

Copy Submitted to:
- The Vice-Chancellor for his kind information and approval

Copy To:
- The HOD for information
- The Central Library for information and needful
- The Account Section for information and needful
- Office copy

Tiger Circle Road, Madhav Nagar, Manipal, Karnataka 576104
Phone: +91 820 2922367 mail id: kmcmng@manipal.edu

Grant Medical College

Always Caring. Always Here

APPOINTMENT ORDER

Ref. No. 5968/DEAN/App. Ord/2021 **Date:** 17.10.2021

With reference to your application and subsequent interview, the management is pleased to appoint **DR.DEBAYAN DUTTA** as **Senior Resident** in Department of **ORTHOPAEDICS** in our institution. Hence you are requested to join immediately.

DEAN

To

Dr.DEBAYAN DUTTA

Barabaki west bengal

Copy To:

- The HOD for information
- Office copy

J Marg, Nagpada, Mumbai Central, Mumbai, Maharashtra 400008 Phone: 022 2373 5555 deangmcjjh@gmail.com

KRISHNA SUPER SPECIALITY HOSPITAL

Date: 17.5.2022

Dr. ASWATHI RAJ.P
No.9, DHARMAPURI ROAD
Puducherry - 605013

Subject: Appointment Order as Senior Resident in department of DERMATALOGY.

Dear Sir/Madam

Congratulation on your appointment at Krishna Super Speciality Hospital. You will be working with us as a **Senior Resident** starting from 17.05.2022.

Your work timings, benefits, job description, employment terms, and the hospital's policies. Please take the time to go through them and familiarize yourself with your new environment.

Your Annual Salary of about Rs. 24,00,000/- based on your education qualification and Experiences.

The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Best Wishes,

Dr Bhaskar Rao Bollineni

Founder –Krishna Super Speciality Hospital

KIMS HEALTH HOSPITAL

Healthy people, Outstanding care

Date: February 20, 2022

Dr. NIKHILESH OG
TNHB 3648, KOLLAM, KERALA.

Subject: Appointment as Senior resident

Dear Sir/Madam **Dr. NIKHILESH OG**

Congratulation on your appointment at AP Kims Health Hospital You will be working with us as a **Senior Resident** starting from 20.02.2022. Your work timings, benefits, job description, employment terms and the hospital's policies will discuss in person at Executive office. Please take the time to go through them and familiarize yourself with your new environment. The hospital has chosen to put your faith with you and your abilities. We are confident that you will be doing a great job and would like to wish you the best of luck in your new role. Looking forward to years of fruitful cooperation.

Yours Sincerely,

Dr. Bhaskar Rao Bollineni
Founder – Kims Health Hospital

Address:
Address: 1, Vinod Nagar Rd, Anayara, Thiruvananthapuram, Kerala 695029
Telephone: 0471 294 1400 **mail id: health@kims.com**

Bharath

INSTITUTE OF HIGHER EDUCATION AND RESEARCH

(Declared as Deemed-to-be University under section 3 of UGC Act, 1956)

பாரத் உயர் கல்வி மற்றும் ஆராய்ச்சி நிறுவனம்

Phone : 044 4207 6515
Website : www.bharathuniv.ac.in

173, New Agaram Road, Selaiyur,
Chennai, Tamil Nadu - 600 073.

Dr. S. BHUMINATHAN, MDS, MFDS RCPS, (Glasgow,UK) Ph.D.,
Registrar

REGISTRAR/RES/JRF/02/DEC2021

To,
Dr. Subhiksha K.C
Soundira Enclave, Flat 2c, Anantharaman street,
Radha Nagar, Chromepet, Chennai-44

Sub: Appointment of Junior Research Fellow (JRF)
Ref: DBT-Wellcome Trust

Based on the recommendations of the selection committee held for the purpose, I am pleased to inform you that you have been selected for the post of Junior Research Fellow in the DBT-Wellcome Trust project entitled "Reducing the burden of orthodontic care for children with clefts: Evaluating the effectiveness of Naso-Alveolar Moulding in unilateral non syndromic patients (NAMUC Study)." As per the Indian Council of Medical Research (ICMR), Government of India guidelines. your monthly stipend will be a consolidated payment of Rs. 31,000/- including HRA. The tenure of your appointment will be 5 years from the date of joining or completion of the project whichever is earlier. You will be governed by the disciplinary framework of DBT-Wellcome Trust/ Bharath Institute of Higher Education and Research, and henceforth will be referred to as DBT-JRF.

You are instructed to report to the principal investigator of the project, Dr. Badri Thiruvenkatachari, Director of Dental Research & Prof. in Orthodontics, Sree Balaji Dental College and Hospital, Bharath Institute of Higher Education and Research, Chennai and you are instructed to comply with the rules and regulations of the University.

REGISTRAR
Dr. S. BHUMINATHAN 31/1/2022

Copy Submitted to the Vice Chancellor

Copy to:

Dean Research, BHER
Dean, Sree Balaji Dental College and Hospital
Director of Dental Research, Sree Balaji Dental College and
Dr. Badri Thiruvenkatachari, Principal Investigator
In-charge Finance and Account

SREE BALAJI DENTAL COLLEGE AND HOSPITAL

Velachery Main Road, Narayanapuram, Pallikaranai, Chennai - 600 100.
(Recognised By Dental Council Of India)
A Constituent College of
Bharath INSTITUTE OF HIGHER EDUCATION AND RESEARCH
(Declared as Deemed-to-be University under section 3 of UGC Act. 1956)

To

Date: 04.03.2022

Dr.Vijayalakshmi, MDS
No: 5 Sree Ganesh Nagar
Keelkatallai
Chennai- 600117.
Mobile no: 6375832198

APPOINTMENT ORDER

Sub : Establishment - Sree Balaji Dental College & Hospital, Pallikaranai, Chennai – 600100 – Appointment as Senior Lecturer in department of Prosthodontics– Order issued – Reg.

With reference to the above, we are pleased to appoint you as Senior Lecturer in the department of Orthodontics in **SREE BALAJI DENTAL COLLEGE & HOSPITAL, Pallikaranai, Chennai**. You are requested to join on 04.03.2022.

Copy to:

1. Chairperson
2. HOD of Orthodontics
3. CEO
4. Manager
5. Accountant
6. File

S. Raghavendra Jangesh

PRINCIPAL
SREE BALALJI DENTAL COLLEGE & HOSPITAL
Velachery Main Road, Narayanapuram,
Pallikaranai, Chennai - 600 100.

Phone : +91-44-22462179 / 22461883
E-mail : sbdchcprincipaloffice@gmail.com | sbdchc@gmail.com | Website : www.sbdch.ac.in

Fax : 22460631

☎ College : 22461883
(D) 22460619

SREE BALAJI DENTAL COLLEGE & HOSPITAL

(AFFILIATED TO BHARATH UNIVERSITY)
VELACHERY MAIN ROAD, NARAYANAPURAM,
PALLIKARANAI, CHENNAI-600 100.

Date :
25.10.2021

Dr. RAMYA CHELLAMMAL .M
Plot No.105b, Bharathi Street,
VGP Shanthi Nagar, Pallikarnai,
Chennai – 600 100.

APPOINTMENT ORDER

Sub : Establishment – Sree Balaji Dental College & Hospital, Pallikaranai, Chennai – 600 100 – Appointment as Lecturer in the Department of Pedodontics – Order issued – Reg.

With reference to the above, we are pleased to appoint you as Lecturer in the department of Pedodontics in **SREE BALAJI DENTAL COLLEGE & HOSPITAL, PALLIKARANAI, CHENNAI.** You are requested to join at the earliest.

S. Raghavendra Jayesh
PRINCIPAL
SREE BALAJI DENTAL COLLEGE & HOSPITAL
Velachery Main Road, Narayanapuram,
Pallikaranai, Chennai-600 100.

Sree Balaji Dental College & Hospital Chennai 600 100.

Copy to:

1. Chairperson
2. HOD of Pedodontics
3. CEO
4. Manager
5. Accountant

Chettinad
Dental College & Research Institute

Dr. R Bargavi

Chennai,

Phone no : 7358197413

Dear Dr.R Bargavi,

With reference to your application, We are pleased to inform you of your appointment as senior lecturer in the department of oral medicine and radiology with package of Rs 6,50,000 Per annum inclusive of perks.

You are requested to report to duty at the earliest.

Kindly contact us for any further assistance.

Thank You.

Regards,

Principal

Chettinad Dental College & Research Institute,
Rajiv Gandhi Salai,
Kelambakkam,
Kancheepuram Dist,
Tamil Nadu – 603 103
India

Copy to

1. Principal Office File

2. Account Section

RADIANT
DENTAL CARE
smile n shine

DR.SHIVANI
CHENNAI

12.08.2022

Dear DR.SHIVANI Madam,

We are pleased to inform you of your appointment as clinical Prosthodontic consultant at RADIANT DENTAL CARE with package of Rs.6,00,000 per annum inclusive of perks. You are requested to report to the duty at the earliest.

Kindly contact us for further assistance.

Thank you
Regards,

Dr.Swathi
(Clinical Director)

MS Dental Clinic

Healthy Life Happy Future

DR.KALAI
CHENNAI

30.06.2022

Dear Dr.KALAI,

We are pleased to inform you of your appointment as clinical Orthodontic consultant at MS DENTAL CLINIC with package of Rs.6,00,000 per annum inclusive of perks. You are requested to report to the duty at the earliest.

Kindly contact us for further assistance.

Thank you,
Regards

Dr. Shanmuga Narayanan

SREE BALAJI DENTAL CLINIC

Velachery Main Road, Pallikaranai, Rajesh Nagar,

Chennai 600100

DR.Mohan
02.06.2017
CHENNAI

Dear Dr.Mohan,

We are pleased to inform you of your appointment as clinical Orthodontic consultant at SREE BALAJI DENTAL CLINIC with package of Rs.4,50,000 per annum inclusive of perks. You are requested to report to the duty at the earliest.

Kindly contact us for further assistance.

Thank you
Regards

SRM
DENTAL COLLEGE

(A Unit of SRM Group of Educational Institutions)
NAAC "A" Accredited Institution | An ISO 9001 : 2008 Certified Institution

29.07.2022

Dr. Jayakrishna,

Chennai,

Phn no: 9568357537

Dear Dr. Jayakrishna,

With reference to your application, we are pleasure to inform you of your appointment as Professor in Department of Orthodontics at SRM Dental College and Hospital, Ramapuram campus, with package of Rs. 5,50,000 per annum inclusive of perks.

You are requested to report to duty at the earliest.

Kindly contact us for any further assistance.

Principal

SRM Dental College

Bharathi Salai, Ramapuram,

Chennai-600089

Fax : 22460631

☎ College : 22461883
(D) 22460619

SREE BALAJI DENTAL COLLEGE & HOSPITAL

(AFFILIATED TO BHARATH UNIVERSITY)

VELACHERY MAIN ROAD, NARAYANAPURAM,
PALLIKARANAI, CHENNAI-600 100.

Date :

18.12.2015

Dr. M. Vijayakumar, M.D.S.,
Door No.307, Block – 1, Abhinaya Flats,
A.I.B.E.A Nagar, Thiruvanmiyur,
Chennai 600 041.
Mobile No.9884411172

APPOINTMENT ORDER

Sub : Establishment – Sree Balaji Dental college & Hospital, Pallikaranai, Chennai – 600 100 – Appointment Order issued – Reg.

With reference to the above, we are pleased to appoint you as **Senior Lecturer** in the Department of Pedodontics in **Sree Balaji Dental College & Hospital**, Pallikaranai, Chennai. You are requested to join duty on 18.12.2015.

S. Raghavendra Jayesh 18/12/15
PRINCIPAL
SREE BALALJI DENTAL COLLEGE & HOSPITAL
Velachery Main Road, Narayanapuram,
Pallikaranai, Chennai - 600 100.

C. c:

1. Administrative Officer.
2. CEO.
3. Accountant.
4. File.

Sree Balaji Dental College & Hospital Chennai 600 100.

Fax : 22460631

☎ College : 22461883
(D) 22460619

SREE BALAJI DENTAL COLLEGE & HOSPITAL

(AFFILIATED TO BHARATH UNIVERSITY)

VELACHERY MAIN ROAD, NARAYANAPURAM,
PALLIKARANAI, CHENNAI-600 100.

Date :
27.07.2015

To

Dr. S.G. WASIM AHAMED, M.D.S.,
No.153, Secretariat Colony, 2nd Street,
Kellys, Kilpauk,
Chennai 600 010

APPOINTMENT ORDER

Sub : Establishment – Sree Balaji Dental college & Hospital, Pallikaranai, Chennai – 600 100 – Appointment Order issued – Reg.

With reference to the above, we are pleased to appoint you as **Senior Lecturer** in the Department of Oral and Maxillofacial Surgery at **Sree Balaji Dental College & Hospital**, Pallikaranai, Chennai. You are requested to join with immediate effect.

Sree Balaji Dental College & Hospital Chennai 600 100.

S. Raghavendra Jayesh 27/7/15

PRINCIPAL
SREE BALALJI DENTAL COLLEGE & HOSPITAL
Velachery Main Road, Narayanapuram,
Pallikaranai, Chennai - 600 100.

C. c:

1. Administrative Officer.
2. CEO.
3. Accountant.
4. File.

SRM
DENTAL COLLEGE

(A Unit of SRM Group of Educational Institutions)
NAAC "A" Accredited Institution | An ISO 9001 : 2008 Certified Institution

17.05.2022

Dr. Isaa Fathima,

Chennai,

Ph no: 9175630922

Dear Dr.Isaa Fathima,

With reference to your application, we are pleasure to inform you of your appointment as Duty Doctor at SRM Dental College and Hospital, Ramapuram campus, with package of Rs. 7,50,000 per annum inclusive of perks.

You are requested to report to duty at the earliest.

Kindly contact us for any further assistance.

Principal

SRM Dental College

Bharathi Salai,Ramapuram,

Chennai-600089.

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Jeppiaar nagar, gandhi salai, chennai – 600 119

08.05.2018

Dr.Xavier,

Chennai,

Phn no: 9178432380

Dear Dr.Xavier,

With reference to your application, we are pleasure to inform you of your appointment as duty doctor, at Sathyabama Dental College and Hospital with package of Rs. 7, 00, 000 per annum inclusive of perks.

You are requested to report to duty at the earliest.

Kindly contact us for any further assistance.

Principal

Sathyabama institute of science and technology

Jeppiaar nagar, Gandhi salai,

Chennai- 600 119

KAVI BHARATHI L
ADVOCATE, HIGH COURT MADRAS,
SONA LAW FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

AADHITHYAN R

Congratulations! We are pleased to confirm that you have been selected to work for SONA LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SONA LAW FIRM and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SP LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

AJAY B

Congratulations! We are pleased to confirm that you have been selected to work for SP LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SP LAW firm and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
MERLYN LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

AJITH KUMAR U

Congratulations! We are pleased to confirm that you have been selected to work for MERLYN Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SP LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

ALAGAPPAN K

Congratulations! We are pleased to confirm that you have been selected to work for SP LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SP LAW firm and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
MERLYN LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

ANITHA A

Congratulations! We are pleased to confirm that you have been selected to work for MERLYN Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

ARAVINDHAN S

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
AKM LAW FIRM,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

BALAGANESH K

Congratulations! We are pleased to confirm that you have been selected to work for AKM LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

RAJENDRA VERMA
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LEGAL FIRM,
CHENNAI

PH.NO. 9223141451 EMAIL: vermaassociates@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

BALAMURUGAN M

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our BUDDHA LAW Firm and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

CAROLIN BERCY M A

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

CLINTON R

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 11000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

DHANUSHKODI A

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

RAJENDRA VERMA
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LEGAL FIRM,
CHENNAI

PH.NO. 9223141451 EMAIL: vermaassociates@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

MOHAMMED SHALIK S

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our BUDDHA LAW Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

GOKULAN T

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

HARI PRASHADH S

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

JAGADEESH N P

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

KARTHICK D

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

MAHOTHAM R

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

MARIA PRINCY A

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

MIDHUNKUMAR K

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

MURUGAPPA C

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

NANCHIL J DEEKSHITH

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

NANDHINI S

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

RAJENDRA VERMA
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LEGAL FIRM,
CHENNAI

PH.NO. 9223141451 EMAIL: vermaassociates@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

NAVEEN R

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our BUDDHA LAW Firm and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

PAVITHRA R

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

PONNUSWAMY V

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

PRASANTH S

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

RAJ M

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

SADHANA V

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

RAHUL H

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

SUNITA MALLICK

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

SWEDHA A

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

VISHALEE D

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

YUGISHA K A

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

ABDULLAH JALEEL

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

UDHAYANITHI S

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

RAJENDRA VERMA
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LEGAL FIRM,
CHENNAI

PH.NO. 9223141451 EMAIL: vermaassociates@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

SAMRAJ DAVID R

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 17000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our BUDDHA LAW Firm and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

SUNIL S

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

ABIRAMI A

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

SELVARAJAN J

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

RAJENDRA VERMA
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LEGAL FIRM,
CHENNAI

PH.NO. 9223141451 EMAIL: vermaassociates@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

SANTHOSH S

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our BUDDHA LAW Firm and look forward to working with you.

Thanking you

ADVOCATE

RAJENDRA VERMA
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LEGAL FIRM,
CHENNAI

PH.NO. 9223141451 EMAIL: vermaassociates@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

KEERTHANA S

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our BUDDHA LAW Firm and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

ANGELIN CHRISTINA A

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

KAVI BHARATHI L
ADVOCATE, HIGH COURT MADRAS,
SONA LAW FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

MADHUMITHA N

Congratulations! We are pleased to confirm that you have been selected to work for SONA LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SONA LAW FIRM and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SP LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

THISHIYAA P S

Congratulations! We are pleased to confirm that you have been selected to work for SP LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SP LAW firm and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
MERLYN LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

MUGUNDHAN T

Congratulations! We are pleased to confirm that you have been selected to work for MERLYN Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 17000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SP LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

AADHIL J

Congratulations! We are pleased to confirm that you have been selected to work for SP LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SP LAW firm and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
MERLYN LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

ABHILASH KUMAR R

Congratulations! We are pleased to confirm that you have been selected to work for MERLYN Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 17000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

ABISHEK S

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

ABUL HASAN M A

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 17000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

ADHARSH S

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

AISHWARYA S

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

AISHWARYA V

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

AISVINI J

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

AISWARYA LAKSHMI M

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

AJAY D

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 18000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

AJITHKUMAR L

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

AKSHAYA K N

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

ANITHA P

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 18000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

ANITHA S

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

ANNAPOORANI R

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

SHIVA PRIYA M
ADVOCATE, HIGH COURT MADRAS,
INDIAN FILING LAW ASSOCIATES,
CHENNAI

PH.NO. 9341545769 EMAIL: aksjlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

ANNAREVATHI R

Congratulations! We are pleased to confirm that you have been selected to work for INDIAN FILING LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our INDIAN FILING LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

SHIVA PRIYA M
ADVOCATE, HIGH COURT MADRAS,
INDIAN FILING LAW ASSOCIATES,
CHENNAI

PH.NO. 9341545769 EMAIL: aksjlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

ARAVINTHASAMI R

Congratulations! We are pleased to confirm that you have been selected to work for INDIAN FILING LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 18000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our INDIAN FILING LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

SHIVA PRIYA M
ADVOCATE, HIGH COURT MADRAS,
INDIAN FILING LAW ASSOCIATES,
CHENNAI

PH.NO. 9341545769 EMAIL: aksjlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

ARUN J ASHOK

Congratulations! We are pleased to confirm that you have been selected to work for INDIAN FILING LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our INDIAN FILING LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

SHIVA PRIYA M
ADVOCATE, HIGH COURT MADRAS,
INDIAN FILING LAW ASSOCIATES,
CHENNAI

PH.NO. 9341545769 EMAIL: aksjlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

ARUN VISHAL D

Congratulations! We are pleased to confirm that you have been selected to work for INDIAN FILING LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our INDIAN FILING LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

SHIVA PRIYA M
ADVOCATE, HIGH COURT MADRAS,
INDIAN FILING LAW ASSOCIATES,
CHENNAI

PH.NO. 9341545769 EMAIL: aksjlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

BABU SELVA KUMAR G

Congratulations! We are pleased to confirm that you have been selected to work for INDIAN FILING LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our INDIAN FILING LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

SHIVA PRIYA M
ADVOCATE, HIGH COURT MADRAS,
INDIAN FILING LAW ASSOCIATES,
CHENNAI

PH.NO. 9341545769 EMAIL: aksjlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

BALAGURU KUMAR

Congratulations! We are pleased to confirm that you have been selected to work for INDIAN FILING LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 18000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our INDIAN FILING LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

SHIVA PRIYA M
ADVOCATE, HIGH COURT MADRAS,
INDIAN FILING LAW ASSOCIATES,
CHENNAI

PH.NO. 9341545769 EMAIL: aksjlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

BEMI C M

Congratulations! We are pleased to confirm that you have been selected to work for INDIAN FILING LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 18000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our INDIAN FILING LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

SHIVA PRIYA M
ADVOCATE, HIGH COURT MADRAS,
INDIAN FILING LAW ASSOCIATES,
CHENNAI

PH.NO. 9341545769 EMAIL: aksjlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

BHARATHI A

Congratulations! We are pleased to confirm that you have been selected to work for INDIAN FILING LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 18000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our INDIAN FILING LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

SHIVA PRIYA M
ADVOCATE, HIGH COURT MADRAS,
INDIAN FILING LAW ASSOCIATES,
CHENNAI

PH.NO. 9341545769 EMAIL: aksjlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

BHUVANESHWARAN D

Congratulations! We are pleased to confirm that you have been selected to work for INDIAN FILING LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our INDIAN FILING LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KAVI BHARATHI L
ADVOCATE, HIGH COURT MADRAS,
SSN LAW FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

DAARWIN G

Congratulations! We are pleased to confirm that you have been selected to work for SSN LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SSN LAW FIRM and look forward to working with you.

Thanking you

ADVOCATE

KAVI BHARATHI L
ADVOCATE, HIGH COURT MADRAS,
SONA LAW FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

DEEPA G

Congratulations! We are pleased to confirm that you have been selected to work for SONA LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SONA LAW FIRM and look forward to working with you.

Thanking you

ADVOCATE

KAVI BHARATHI L
ADVOCATE, HIGH COURT MADRAS,
AKM LAW FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

DEEPAN G

Congratulations! We are pleased to confirm that you have been selected to work for AKM LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our AKM LAW FIRM and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

DEEPIKA.P

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

DHAARANI V

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
MERLYN LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

DHANALAKSHMI S

Congratulations! We are pleased to confirm that you have been selected to work for MERLYN Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SP LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

DHARANEESHWARAN S

Congratulations! We are pleased to confirm that you have been selected to work for SP LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SP LAW firm and look forward to working with you.

Thanking you

ADVOCATE

KAVI BHARATHI L
ADVOCATE, HIGH COURT MADRAS,
SSN LAW FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

DHARMA ANANDHI N

Congratulations! We are pleased to confirm that you have been selected to work for SSN LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SSN LAW FIRM and look forward to working with you.

Thanking you

ADVOCATE

KAVI BHARATHI L
ADVOCATE, HIGH COURT MADRAS,
AKM LAW FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

DHARMENDRA R

Congratulations! We are pleased to confirm that you have been selected to work for AKM LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our AKM LAW FIRM and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

DHEEPAN G

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 11000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

DHILEEPAN P

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
MERLYN LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

DHINESH E

Congratulations! We are pleased to confirm that you have been selected to work for MERLYN Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SP LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

DINESH G

Congratulations! We are pleased to confirm that you have been selected to work for SP LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SP LAW firm and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SSN LAW FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

DINESH S

Congratulations! We are pleased to confirm that you have been selected to work for SSN LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SSN LAW FIRM and look forward to working with you.

Thanking you

ADVOCATE

SHIVA PRIYA M
ADVOCATE, HIGH COURT MADRAS,
INDIAN FILING LAW ASSOCIATES,
CHENNAI

PH.NO. 9341545769 EMAIL: aksjlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

DINESHRAJ E

Congratulations! We are pleased to confirm that you have been selected to work for INDIAN FILING LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our INDIAN FILING LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

SHIVA PRIYA M
ADVOCATE, HIGH COURT MADRAS,
INDIAN FILING LAW ASSOCIATES,
CHENNAI

PH.NO. 9341545769 EMAIL: aksjlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

DIVIYA DHARSHINI G

Congratulations! We are pleased to confirm that you have been selected to work for INDIAN FILING LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our INDIAN FILING LAW ASSOCIATES and look forward to working with you.

Thanking you,

ADVOCATE

SHIVA PRIYA M
ADVOCATE, HIGH COURT MADRAS,
INDIAN FILING LAW ASSOCIATES,
CHENNAI

PH.NO. 9341545769 EMAIL: aksjlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

DIVYA K J

Congratulations! We are pleased to confirm that you have been selected to work for INDIAN FILING LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our INDIAN FILING LAW ASSOCIATES and look forward to working with you.

Thanking you,

ADVOCATE

SHIVA PRIYA M
ADVOCATE, HIGH COURT MADRAS,
INDIAN FILING LAW ASSOCIATES,
CHENNAI

PH.NO. 9341545769 EMAIL: aksjlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

DIVYA R

Congratulations! We are pleased to confirm that you have been selected to work for INDIAN FILING LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our INDIAN FILING LAW ASSOCIATES and look forward to working with you.

Thanking you,

ADVOCATE

SHIVA PRIYA M
ADVOCATE, HIGH COURT MADRAS,
INDIAN FILING LAW ASSOCIATES,
CHENNAI

PH.NO. 9341545769 EMAIL: aksjlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

DIXSON B J

Congratulations! We are pleased to confirm that you have been selected to work for INDIAN FILING LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our INDIAN FILING LAW ASSOCIATES and look forward to working with you.

Thanking you,

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SSN LAW FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

ELAKKIYAN D

Congratulations! We are pleased to confirm that you have been selected to work for SSN LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SSN LAW FIRM and look forward to working with you.

Thanking you

ADVOCATE

KAVI BHARATHI L
ADVOCATE, HIGH COURT MADRAS,
SONA LAW FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

ELANCHEZIAN G

Congratulations! We are pleased to confirm that you have been selected to work for SONA LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SONA LAW FIRM and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
AKM LEGAL FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

EZHILARASAN E

Congratulations! We are pleased to confirm that you have been selected to work for AKM Legal Firms. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our AKM Legal Firms and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

FAMEEDA BEGAM K

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 10000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

GANESH J

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
MERLYN LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

GAYATRI R

Congratulations! We are pleased to confirm that you have been selected to work forMERLYN Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SP LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

GOPINATH E

Congratulations! We are pleased to confirm that you have been selected to work for SP LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SP LAW firm and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
SSN LAW FIRMS,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

GOVARTHAN S

Congratulations! We are pleased to confirm that you have been selected to work for SSN LAW FIRMS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SSN LAW FIRMS and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
AKM LEGAL FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

GOWRY R

Congratulations! We are pleased to confirm that you have been selected to work for AKM Legal Firms. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our AKM Legal Firms and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

GUNASELVAN A

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

GURUMOORTHY D

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
MERLYN LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

HARIHARAN C

Congratulations! We are pleased to confirm that you have been selected to work forMERLYN Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SP LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

HARIPRIYA A

Congratulations! We are pleased to confirm that you have been selected to work for SP LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SP LAW firm and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SSN LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

HARITHA M

Congratulations! We are pleased to confirm that you have been selected to work for SSN LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SSN LAW firm and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

HEMA SWATHI S

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

IYYAPPAN A

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

HEMALATHA M

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 17000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

RAJENDRA VERMA
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LEGAL FIRM,
CHENNAI

PH.NO. 9223141451 EMAIL: vermaassociates@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

JACQULIN MARY

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our BUDDHA LAW Firm and look forward to working with you.

Thanking you

ADVOCATE

RAJENDRA VERMA
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LEGAL FIRM,
CHENNAI

PH.NO. 9223141451 EMAIL: vermaassociates@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

JAFFAR SHERIFF H

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our BUDDHA LAW Firm and look forward to working with you.

Thanking you

ADVOCATE

SHIVA PRIYA M
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341545769 EMAIL: aksjlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

JAIGANTH R A

Congratulations! We are pleased to confirm that you have been selected to work for INDIAN FILING LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our INDIAN FILING LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KAVI BHARATHI L
ADVOCATE, HIGH COURT MADRAS,
SONA LAW FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

JANANI S

Congratulations! We are pleased to confirm that you have been selected to work for SONA LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SONA LAW FIRM and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SP LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

KALAIVANAN G

Congratulations! We are pleased to confirm that you have been selected to work for SP LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SP LAW firm and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
MERLYN LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

KARTHICK G

Congratulations! We are pleased to confirm that you have been selected to work forMERLYN Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SP LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

KARTHIK R

Congratulations! We are pleased to confirm that you have been selected to work for SP LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SP LAW firm and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
MERLYN LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

KAVIN R

Congratulations! We are pleased to confirm that you have been selected to work forMERLYN Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

KEERTHANA S

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 17000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

KEERTHITHA N S

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

KEERTHIVASAN E R

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 17000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

RAJENDRA VERMA
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LEGAL FIRM,
CHENNAI

PH.NO. 9223141451 EMAIL: vermaassociates@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

LAKEN MARIA R

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our BUDDHA LAW Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

LAVANYA R

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 17000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

LENIN P

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

LOKENTHIRAN S

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

LOKESHWARI A

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

MAHALAKSHMI M

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

MAHIMASHREE A

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

MALINI M

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 18000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

MANIMARAN S

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

MANIMOZHI V M

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

MANISHA PRIYADHARSHINI U R

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 18000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

RAJENDRA VERMA
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LEGAL FIRM,
CHENNAI

PH.NO. 9223141451 EMAIL: vermaassociates@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

MARI SELVAM G

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our BUDDHA LAW Firm and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

MASHA S

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

MIRSHA HYTHER M

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

MOHAMED JAMALUDEEN P

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 18000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

MOHAMMED SALIHU T A

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

MOHANASUNDARAM V

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

MONICA S

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

MURALI KUMAR K S

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 18000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

NANDITHA P S

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 18000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

NARESH M

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

NARMADA S

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

NATHIYA V

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

NAVEEN PRAKASH M M

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

RAJENDRA VERMA
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LEGAL FIRM,
CHENNAI

PH.NO. 9223141451 EMAIL: vermaassociates@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

NAVEENKUMAR P

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our BUDDHA LAW Firm and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

NELSON BRITTO G. C

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

NELSON SENGOLERAJ K

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

NIMESH VARSHAN T

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

RAJENDRA VERMA
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LEGAL FIRM,
CHENNAI

PH.NO. 9223141451 EMAIL: vermaassociates@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

NISANTHAN M B

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our BUDDHA LAW Firm and look forward to working with you.

Thanking you

ADVOCATE

RAJENDRA VERMA
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LEGAL FIRM,
CHENNAI

PH.NO. 9223141451 EMAIL: vermaassociates@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

NITHYA V

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our BUDDHA LAW Firm and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

PANNEERSELVAM S

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

PARTHIBAN R

Congratulations! We are pleased to confirm that you have been selected to work for SONA LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 11000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our SONA LAW FIRM and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SP LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

PASANITHI M

Congratulations! We are pleased to confirm that you have been selected to work for SP LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SP LAW firm and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
MERLYN LAW FIRM,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

PAWANKUMAR D

Congratulations! We are pleased to confirm that you have been selected to work for MERLYN LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LAW and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SP LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

PERWIN RAM P

Congratulations! We are pleased to confirm that you have been selected to work for SP LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SP LAW firm and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
MERLYN LAW FIRM,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

PRAKASH N

Congratulations! We are pleased to confirm that you have been selected to work for MERLYN LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LAW and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

PREMKUMAR M

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

PRIYADHARSHNI R

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

PUNITHARAJ MOSES

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

PURUSOTHAMAN K

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

RAGUL M

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

RAGULAGAVEL RAJESH N

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

RAJA BHUVANESHWARI S

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

RAJA G

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

RAJA R

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

RAJASEKAR D

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

RAJASHREE B

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

RAJKAMAL HAMMEED K B

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

RAJKUMAR R

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
MERLYN LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

RANJITH B

Congratulations! We are pleased to confirm that you have been selected to work forMERLYN Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SP LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

RANJITH KUMAR J

Congratulations! We are pleased to confirm that you have been selected to work for SP LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SP LAW firm and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SSN LAW FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

RANJITH NARMADAN P

Congratulations! We are pleased to confirm that you have been selected to work for SSN LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SSN LAW FIRM and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

RITHIK V S

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 10000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

SHIVA PRIYA M
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAW FIRMS,
CHENNAI

PH.NO. 9341545769 EMAIL: aksjlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

GOKULNATH R

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAW FIRMS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 10000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAW FIRMS and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

GUNASEKARAN R

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

RAJENDRA VERMA
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LEGAL FIRM,
CHENNAI

PH.NO. 9223141451 EMAIL: vermaassociates@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

HARIKRISHNAN G

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 10000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our BUDDHA LAW Firm and look forward to working with you.

Thanking you

ADVOCATE

RAJENDRA VERMA
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LEGAL FIRM,
CHENNAI

PH.NO. 9223141451 EMAIL: vermaassociates@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

JAYANTAKAAUSHAL U

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 10000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our BUDDHA LAW Firm and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

JEBISHA J

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 10000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

JOMY JOSHUA J

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 10000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SP LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

JYOTHIKA G

Congratulations! We are pleased to confirm that you have been selected to work for SP LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 10000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SP LAW firm and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
MERLYN LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

KAVIYAN M

Congratulations! We are pleased to confirm that you have been selected to work for MERLYN Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SP LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

KEERTHANA V S

Congratulations! We are pleased to confirm that you have been selected to work for SP LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SP LAW firm and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
MERLYN LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

LARISA DEBBARMA

Congratulations! We are pleased to confirm that you have been selected to work for MERLYN Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

MAHESH RAJ J K

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

MARIA ELEZEABETH L

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9842416182

[**OFFER LETTER**]

EMAIL:vjs2020@gmail.com

DATE: 14/08/2022

MOHANRAJ PGS

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 17000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LAW FIRMS,
CHENNAI

PH.NO. 9842416182

[**OFFER LETTER**]

EMAIL:vjs2020@gmail.com

DATE: 14/08/2022

MOTHIRAM J

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 17000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182

[**OFFER LETTER**]

EMAIL:vjs2020@gmail.com

DATE: 14/08/2022

NAVEEN KUMAR S

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 17000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182

[**OFFER LETTER**]

EMAIL:vjs2020@gmail.com

DATE: 14/08/2022

NIVETHA R K

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 17000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

PAVITHRA S

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182

[**OFFER LETTER**]

EMAIL:vjs2020@gmail.com

DATE: 14/08/2022

PRASANTH M

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 17000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182

[**OFFER LETTER**]

EMAIL:vjs2020@gmail.com

DATE: 14/08/2022

PRETTY GRACIA R V

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 17000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

RAGUL M

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182

[**OFFER LETTER**]

EMAIL:vjs2020@gmail.com

DATE: 14/08/2022

RAJAN J

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 1000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
MERLYN LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

RAMYA B

Congratulations! We are pleased to confirm that you have been selected to work for MERLYN Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SP LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

RENI J

Congratulations! We are pleased to confirm that you have been selected to work for SP LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SP LAW firm and look forward to working with you.

Thanking you

ADVOCATE

MACHAKENDRANN N
ADVOCATE, HIGH COURT MADRAS,
SSN LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

RICHU MONACHEN M

Congratulations! We are pleased to confirm that you have been selected to work for SSN LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 18000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SSN LAW firm and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

SELVAGANAPATHY G

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

ASHOK RAM
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182

[**OFFER LETTER**]

EMAIL:vjs2020@gmail.com

DATE: 14/08/2022

SHAMINE SAMUVEL A

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 1200/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

SHARONI R

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 18000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

RAJENDRA VERMA
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LEGAL FIRM,
CHENNAI

PH.NO. 9223141451 EMAIL: vermaassociates@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

SREERAM N

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our BUDDHA LAW Firm and look forward to working with you.

Thanking you

ADVOCATE

RAJENDRA VERMA
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LEGAL FIRM,
CHENNAI

PH.NO. 9223141451 EMAIL: vermaassociates@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

SUBASHINI M

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our BUDDHA LAW Firm and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

THEJA SHREE J

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

KAVI BHARATHI L
ADVOCATE, HIGH COURT MADRAS,
SONA LAW FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

UMA MAHESWARI V

Congratulations! We are pleased to confirm that you have been selected to work for SONA LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 18000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SONA LAW FIRM and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SP LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

VINAY DATTA G

Congratulations! We are pleased to confirm that you have been selected to work for SP LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SP LAW firm and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
MERLYN LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

VINOTH KUMAR M

Congratulations! We are pleased to confirm that you have been selected to work for MERLYN Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

MADHANACHANDRAN N
ADVOCATE, HIGH COURT MADRAS,
SP LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

VISHVA S

Congratulations! We are pleased to confirm that you have been selected to work for SP LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SP LAW firm and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
MERLYN LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

YESHVANTH M

Congratulations! We are pleased to confirm that you have been selected to work for MERLYN Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 18000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

MUTHUMARI C

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 18000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

PALANI DEVARAM S

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

RAGURAM K
ADVOCATE, HIGH COURT MADRAS,
CHENNAI LAWYERS,
CHENNAI

PH.NO. 9341531589 EMAIL: raguramk2456@gmail.com

[**OFFER LETTER**]

DATE: 13/08/2022

KAVIRAJAN S

Congratulations! We are pleased to confirm that you have been selected to work for CHENNAI LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 21.08.2022

We are confident you will be able to make a significant contribution to the success of our CHENNAI LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

RAJENDRA VERMA
ADVOCATE, HIGH COURT MADRAS,
BUDDHA LEGAL FIRM,
CHENNAI

PH.NO. 9223141451 EMAIL: vermaassociates@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

HARIHARAN R

Congratulations! We are pleased to confirm that you have been selected to work for BUDDHA LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our BUDDHA LAW Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

PAVITHRA R

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

SUMEERA SULTANA M A

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

HARIHARAN G

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

SHANTHAMOORTHY S

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

BALAJI S

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

DIVYA B

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

ELIZABETH E

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

MACHAKENDRANN N
ADVOCATE, HIGH COURT MADRAS,
SSN LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

VINDHIYA M

Congratulations! We are pleased to confirm that you have been selected to work for SSN LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SSN LAW firm and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

GAYATHRI U G

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 11000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

KAVI BHARATHI L
ADVOCATE, HIGH COURT MADRAS,
SONA LAW FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

HARINI M

Congratulations! We are pleased to confirm that you have been selected to work for SONA LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SONA LAW FIRM and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

HARIPREETHA B

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI L
ADVOCATE, HIGH COURT MADRAS,
AKM LEGAL FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

JAYACHANDRAN Y S

Congratulations! We are pleased to confirm that you have been selected to work for AKM LEGAL FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 13000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our AKM LEGAL FIRM and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

JUDITH MELBHA S

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI L
ADVOCATE, HIGH COURT MADRAS,
AKM LEGAL FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

YUGENDRA PRASATH

Congratulations! We are pleased to confirm that you have been selected to work for AKM LEGAL FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our AKM LEGAL FIRM and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
MERLYN LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

KARIHSMA M

Congratulations! We are pleased to confirm that you have been selected to work for MERLYN Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

KARTHIKRAJ M

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI L
ADVOCATE, HIGH COURT MADRAS,
AKM LEGAL FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

KAVIARASU T

Congratulations! We are pleased to confirm that you have been selected to work for AKM LEGAL FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our AKM LEGAL FIRM and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

KESAVA K

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

KESAVARSHINI R

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

KEVIN M K

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

KRISHNA R

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

KUMANAN M

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

MACHAKENDRANN N
ADVOCATE, HIGH COURT MADRAS,
SSN LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

MADHUMITHA E

Congratulations! We are pleased to confirm that you have been selected to work for SSN LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SSN LAW firm and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

MAHAK MITTAL

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

KAVI BHARATHI L
ADVOCATE, HIGH COURT MADRAS,
SONA LAW FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

MARSHAL KEVIN B

Congratulations! We are pleased to confirm that you have been selected to work for SONA LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SONA LAW FIRM and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

SASI KUMAR R

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI L
ADVOCATE, HIGH COURT MADRAS,
AKM LEGAL FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

SATHISHKUMAR A

Congratulations! We are pleased to confirm that you have been selected to work for AKM LEGAL FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our AKM LEGAL FIRM and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

SELVA RANI D

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI L
ADVOCATE, HIGH COURT MADRAS,
AKM LEGAL FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

SHAKILA RANI M

Congratulations! We are pleased to confirm that you have been selected to work for AKM LEGAL FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our AKM LEGAL FIRM and look forward to working with you.

Thanking you

ADVOCATE

CASTRO A
ADVOCATE, HIGH COURT MADRAS,
MERLYN LEGAL FIRM,
CHENNAI

PH.NO. 9222416444 EMAIL:mlf2019@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

SHALO ALEX

Congratulations! We are pleased to confirm that you have been selected to work for MERLYN Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our MERLYN LEGAL Firm and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

SHERLLINE RANJITHAM E

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI L
ADVOCATE, HIGH COURT MADRAS,
AKM LEGAL FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

SHREE KEERTHANA R

Congratulations! We are pleased to confirm that you have been selected to work for AKM LEGAL FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 16000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our AKM LEGAL FIRM and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

SHREETHARAN K

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 14000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

SHUNMUGA SUNDARAM R

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

SILAMBARASAN R

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 17000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

SIVARAJAN N

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 15000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

SOWMIYA K

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE

MACHAKENDRANN N
ADVOCATE, HIGH COURT MADRAS,
SSN LAW FIRMS,
CHENNAI

PH.NO. 9389517342 EMAIL:madhannandhagopal23@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

SRIDHARAN S

Congratulations! We are pleased to confirm that you have been selected to work for SSN LAW firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SSN LAW firm and look forward to working with you.

Thanking you

ADVOCATE

LAKSHMI PRIYA K
ADVOCATE, HIGH COURT MADRAS,
SELVARAJ LEGAL FIRM,
CHENNAI

PH.NO. 8222416182 EMAIL:lpk2020@gmail.com

[**OFFER LETTER**]

DATE: 12/08/2022

SRINIVASAN K

Congratulations! We are pleased to confirm that you have been selected to work for SELVARAJ Legal firm. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 20.08.2022

We are confident you will be able to make a significant contribution to the success of our SELVARAJ law Firm and look forward to working with you.

Thanking you

ADVOCATE

KAVI BHARATHI L
ADVOCATE, HIGH COURT MADRAS,
SONA LAW FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

SUBHIKSHA D

Congratulations! We are pleased to confirm that you have been selected to work for SONA LAW FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our SONA LAW FIRM and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI K
ADVOCATE, HIGH COURT MADRAS,
KEVIN LAW ASSOCIATES,
CHENNAI

PH.NO. 9341567903 EMAIL: kathiravanlawfirms@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

SUHANA A

Congratulations! We are pleased to confirm that you have been selected to work for KEVIN LAW ASSOCIATES. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our KEVIN LAW ASSOCIATES and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI L
ADVOCATE, HIGH COURT MADRAS,
AKM LEGAL FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

SUPRAMANIAN KO

Congratulations! We are pleased to confirm that you have been selected to work for AKM LEGAL FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our AKM LEGAL FIRM and look forward to working with you.

Thanking you

ADVOCATE

KANIMOZHI L
ADVOCATE, HIGH COURT MADRAS,
AKM LEGAL FIRM,
CHENNAI

PH.NO. 9348417342 EMAIL:kaviadvocate13@gmail.com

[**OFFER LETTER**]

DATE: 15/08/2022

SURESH R

Congratulations! We are pleased to confirm that you have been selected to work for AKM LEGAL FIRM. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 17000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 23.08.2022

We are confident you will be able to make a significant contribution to the success of our AKM LEGAL FIRM and look forward to working with you.

Thanking you

ADVOCATE

VIGNESWARAN J
ADVOCATE, HIGH COURT MADRAS,
ASHOK LAWYERS,
CHENNAI

PH.NO. 9842416182 EMAIL:vjs2020@gmail.com

[**OFFER LETTER**]

DATE: 14/08/2022

SURESH JAIN P S

Congratulations! We are pleased to confirm that you have been selected to work for ASHOK LAWYERS. We are delighted to make you the following job offer.

The position we are offering you is that of Junior counsel at a monthly salary of Rs 12000/- Your working hours will be from [9AM to 6PM] from Monday to Saturday.

We would like you to start work on 22.08.2022

We are confident you will be able to make a significant contribution to the success of our ASHOK LAWYERS and look forward to working with you.

Thanking you

ADVOCATE